

# University Employee

## California State University Employees Union/SEIU 2579

The backbone of the CSU, representing Bargaining Units 2 (Healthcare) • 5 (Operations) • 7 (Administrative) 9 (Technical) • 13 and 14 (Cal State L.A. and CSU Monterey Bay English Language Program Instructors)

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## President's Message

*From the desk of Pat Gantt, CSUEU President*



**Y**our CSUEU Board of Directors has endorsed Proposition 55, an initiative on the November ballot designed to extend a higher income tax on upper-income earners, free-

ing up funds to support public higher education.

The measure, "The Children's Education and Health Care Protection Act of 2016," would extend the high-earner income tax portion of Prop. 30 for another 12 years, but it would not extend the sales tax portion.

From 2018 through 2030, Prop. 55 will free up revenues in order for California to continue funding both the CSU and critical social services.

The alternative? With future budget shortfalls, it is likely that drastic budget cuts and layoffs will return to the CSU and other discretionary state programs, such as health and welfare services.

According to the California Budget and Policy Center, failure to pass Prop. 55 will result in a permanent gap in state General Fund revenues—an estimated \$4.9 billion in 2018-19 and \$8.5 billion in 2019-20, with annual revenue losses continuing indefinitely.

Unfortunately, California's four-year institutions—the CSU and UC systems—are funded from a discretionary part of the state budget and are usually the first targets of funding reductions whenever there is a General Fund revenue decrease.

We are pleased to join with many other education and healthcare unions, including the California Teachers Association, the California Federation of Teachers, and SEIU California, in supporting Prop. 55, which has such far-reaching impacts on our state's education and social service systems.

Please be sure to cast your ballot this November 8. Our slogan isn't kidding:

***Vote! Your future depends on it!***

In union,

Pat Gantt



**CSUEU TOLL-FREE:**  
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We're on  
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Story ideas or comments?  
We want to hear from you!  
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# CSUEU: A Force to Be Reckoned With at the Capitol

When we aren't respected for our work, when outside contracts replace our jobs, or when our salaries remain stagnant and unchanged, it hurts all of us. The question isn't "Why aren't we treated well?" but rather "How will we respond?"

With the recent hiring of Legislative Director David Balla-Hawkins last spring (see the related article on p. 5), CSUEU is pursuing actions that benefit our members and challenge the status quo of the CSU administration.

Crucial to these efforts are ongoing legislative visits, because building relationships with legis-

lators and their staffs helps build our union's strength and influence. This engagement can be a valuable tool for chapter leaders as they marshal resources to address campus problems and is sure to help us next year as we bargain a new contract.

Our union's Legislative Committee, which is responsible for CSUEU's annual Lobby Day at the Capitol, develops and oversees CSUEU's legislative and state budget programs.

This year, CSUEU successfully sponsored a state audit to investigate the disproportionate growth in CSU executive compensation

and the uncontrolled increase in management positions of recent years. The audit report is scheduled to be published early next year. Research conducted by the Legislative Committee revealed that CSU management positions increased systemwide by 24 percent from 2007 to 2015, while non-instructional support staff positions increased by less than five percent during the same period.

The committee has developed CSUEU-sponsored legislation to ensure that classified staff have a seat on the CSU Board of Trustees. Our union is engaged in legislation that would

protect the jobs of our members by requiring the CSU to comply with state outsourcing laws. We are supporting a bill that would ensure that new CSU employees are provided adequate trainings and union orientations.

The strength of CSUEU's legislative program depends on the engagement of our members at the chapter level. Let us know how we can help you and your chapters develop strong, effective programs involving meeting with legislators and their staffs through district office visits, and inviting legislators to visit your campus.

## CSUEU at the Capitol



*By Kathleen Bruno,  
San Francisco State University*

As state workers, CSUEU-represented employees are impacted by what happens in the California state legislature. The CSUEU Legislative Committee has an ongoing program whose aim is keeping our state legislators informed about CSU staff compensation and working conditions in hopes of securing strong CSU funding and fair working conditions. One key tactic is to work with legislators who can introduce or sponsor bills that positively impact CSU workers.

More than ever, our represented employees are being asked to contact their representatives' offices to make the case for passing union-friendly bills into law. As you can see from the process outlined below, you may be asked to contact your local legislators a number of times regarding the same bill. Don't delete those e-mails! These are not duplicate requests. They're just steps in a long process.

When you see a request from the CSUEU come to you in an e-mail, it's a way to help yourself and your fellow represented employees. It's free, and only takes a little bit of time.

### *How A Bill Becomes Law (and when you might be asked to help)*

When legislators with ideas for bills contact the Legislative Counsel of California, a nonpartisan public agency that drafts legislative proposals, the counsel is tasked with converting their ideas into bills. The counsel returns a draft of the bill to the legislator for introduction; if the legislator is an Assembly member, the bill will be introduced to the California State Assembly, and, if the legislator is a senator, the bill will be introduced to the California State Senate. The first reading of the bill includes the bill number, the authoring legislator's name, and the bill's title.

### *Committee Hearings*

The bill now goes to the Rules Committee of the original house and then is assigned to the appropriate policy committee for review. For example, a bill impacting the CSU would need to be reviewed by the Higher Education Committee. Any bill requiring the expenditure of state funds must also be heard by the Assembly or Senate Appropriations Committee.

*Continued on page 3*

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Before a decision is made or a committee vote is taken, committees are required to hold hearings during which members can hear testimony either in support of or against the bills being presented. Because this is a critical point in the process, CSUEU leadership may ask you at this point to contact committee members either in support or against a certain bill.

Committees decide whether or not the bill will advance in the process. They can also decide that the bill will advance with amendments. The expression “the bill died in committee” means that a majority of committee members voted against the bill, and thus it will never be put forward for a vote by the entire house. If the committee passes the bill, or passes the bill with amendments, it conversely means that the entire original house will vote on it.

### ***Second and Third Readings***

If the bill is passed by the committee, then it is read for a second time on the floor of the original house. A bill analysis is then prepared. The author of the bill presents the third reading and the analysis, then opens the floor for debate and discussion. This is another point at which the CSUEU leadership may ask you to contact your legislator, because a critical house vote will be taking place.

A majority of votes is required to pass the bill. That usually means 54 votes in the Assembly or 27 votes in the Senate. If the bill is defeated, the author may request reconsideration and another vote.

### ***Wash, Rinse, Repeat***

If the bill makes it out of committee and passes by a vote of the original house, then the entire process gets repeated in the other house. It goes to the Rules Committee of the other house, is assigned to other committees as required, and hearings are again held.

As CSUEU-represented employees, you may again be asked to contact a legislator to ask for his or her consideration prior to the vote. Remember, it’s likely not a repeat of any earlier such requests but rather is just a different step in the process.

### ***The Governor***

If the bill passes both houses, it is then presented to the governor, who can either sign it, allow it to become law without a signature, or veto it. A veto means that the bill is defeated, unless both houses have passed the bill with a two-thirds majority.

### ***Passing a Law is Complicated***

Getting a bill signed into law is a complicated process. The inaction of impacted constituencies can bring an end to the process at any point along the way. CSUEU-represented staff members can help make California more union-friendly by making their voices heard while laws are in process at the Capitol. Please...stay in touch with your legislators!

## **CSU East Bay Chapter 306 Summer Picnic and General Meeting**



*From left:  
CSUEU President  
Pat Gantt*

*Chapter 306 President  
Diego Campos*

*and the event's special  
guest speaker,  
Sen. Bob Wieckowski*



*CSUEU President Pat Gantt addressing the meeting*

## **Bargaining Survey: Voice Your Concerns**

Please participate in the CSUEU bargaining survey to make sure your workplace issues are addressed in negotiations for our next contract!

**[www.csueu.org/barginingsurvey](http://www.csueu.org/barginingsurvey)**





*CSUEU's Board of Directors has endorsed these candidates to support the best interests of higher education.*

*Endorsements are arranged by district and key city represented.*

## STATE SENATE

**District 9, Berkeley**  
Swanson

**District 15, San Jose**  
Beall

**District 19, Santa Barbara**  
Jackson

**District 25, La Canada Flintridge**  
Portantino

**District 27, Agoura Hills**  
Stern

**District 33, Bell Gardens**  
Lara

**District 35, Compton**  
Bradford

**District 39, San Diego**  
Atkins

## STATE ASSEMBLY

**District 4, Napa**  
Aguiar-Curry

**District 7, Sacramento**  
McCarty

**District 9, Elk Grove**  
Cooper

**District 13, Stockton**  
Eggman

**District 14, Concord**  
Torlakson

**District 17, San Francisco**  
Chiu

**District 18, Alameda**  
Bonta

**District 19, San Francisco**  
Ting

**District 28, Campbell**  
Low

**District 35, San Luis Obispo**  
Ortiz-Legg

**District 37, Santa Barbara**  
Limón

**District 38, Santa Clarita**  
Smith

**District 40, Rancho Cucamonga**  
Medina

**District 44, Thousand Oaks**  
Irwin

**District 48, West Covina**  
Rubio

**District 53, Los Angeles**  
Santiago

**District 58, Bell Gardens**  
Garcia

**District 59, Los Angeles**  
Jones-Sawyer

**District 60, Corona**  
Linder

**District 61, Riverside**  
Medina

**District 63, Lakewood**  
Rendon

**District 66, Manhattan Beach**  
Muratsuchi

**District 70, Long Beach**  
O'Donnell

**District 78, San Diego**  
Gloria

**District 79, San Diego**  
Weber

**District 80, San Diego**  
Gonzalez

## SUPPORT PROPOSITION 55

*Extend Prop. 30's tax on the wealthy*

This measure temporarily extends Prop. 30's personal income tax increases on individual earnings over \$250,000 per year to fund K-12 schools, community colleges, and healthcare programs. This revenue will free up other state monies to fund the CSU and social service programs. If Prop. 55 is not approved, it will likely result in shortfalls of up to \$8 billion annually, which could have negative impacts on campus programs and staffing levels.

*CSUEU has taken no position on other statewide propositions. CSUEU's recommendations on propositions are based on the best interests of higher education and our members.*

# An Interview with CSUEU Legislative Director David Balla-Hawkins

Six months ago, CSUEU welcomed David Balla-Hawkins to its staff as its legislative director and lobbyist. David came to CSUEU headquarters after serving as a consultant to the CSUEU Legislative Committee for a year and, before that, as legislative director of the California Faculty Association. In 1988, he began his legislative career as director for the California State Student Association, and in the 1990s he served as a lobbyist and advocate for community college faculty and students. Originally from Oakland, David is a former journalist with the Chico News & Review who holds a degree in political science with honors from Chico State University.



CSUEU Legislative Director David Balla-Hawkins testifying at the Capitol on behalf of a CSUEU-sponsored bill

Legislative Committee member Pete Rauch recently conducted the following interview on behalf of *University Employee* to learn more about David's background and his commitment to public higher education.

## *What did you do prior to becoming a lobbyist?*

I was a student and community organizer for peace and justice issues, and I was an investigative reporter. I worked a range of jobs to support my advocacy work: maid, janitor, dishwasher, car washer,

window washer, waiter, gas station attendant, and 7-11 and liquor store cashier.

## *How long have you been a lobbyist?*

I have been a legislative advocate, consultant, and leadership trainer for over 25 years. I have been a lobbyist working for CSU student, faculty and staff organizations for 17 years.

## *What is your proudest legislative accomplishment to date?*

I am especially proud of the work I did on behalf of several CSU unions in 2003 concerning CMS [the Common Management System, a software technology project that has been under continuous development across the CSU system since 1999]. A state audit found nearly half a billion dollars in CSU overrun costs, concluded that CMS was defective, and even questioned whether Office of the Chancellor executives benefited financially from the project.

## *Why do you like lobbying for CSUEU?*

I believe in the importance of the work our members engage in. Our members often don't receive the respect and appreciation they deserve, and I hope my contributions will help to change those perceptions. CSUEU has the potential to meaningfully influence both CSU and state policies. I want to help CSUEU empower its members, grow its financial and human resources, and become an even more effective, respected, influential, and powerful state labor group.

## *What is your vision for the CSUEU political program of the future?*

As a lifelong advocate, I have no doubt that our members will become more engaged when they realize that self-empowerment and change results from their involvement. We have the capacity to organize and activate our members by institutionalizing ongoing local lobbying as well as trainings in leadership and campus organizing. We must provide the information and tools our members need to become effective advocates. As an organization, I believe we must also be willing to ask for help from our members when we need it and trust that they will respond.

## CSUEU E-News

Distributed every other Thursday  
...Chock full of the latest union news!

*If you don't already receive E-News regularly, sign up for the email version at*  
**[www.csueu.org/contact](http://www.csueu.org/contact)**

# CSU Audit

Until the mid-1990s, the CSU state budget allocations were formula driven—using the Budget Formulas and Standards Manual issued for the CSU by the California Department of Finance—especially when determining staffing levels. In response to a severe state recession during the Pete Wilson administration in the early 1990s, the governor proposed deep cuts to the CSU budget. In response to these cuts, the CSU negotiated an agreement with Gov. Wilson: the CSU administration would accept the budget cuts if the state abandoned its formula-driven budget for the CSU. This provided the CSU with budget flexibility, with the CSU receiving state budget allocations with few state controls and a reduction in state oversight and accountability.

Recently, CSUEU reviewed the growth of management positions in recent years, using data from the State Controller's Office. From 2007 to 2015, inclusive, CSU management positions increased systemwide by 24 percent, while non-instructional support staff positions increased by less than five percent.

The data revealed that there are currently 292 management and executive positions at the CSU Office of the Chancellor and only ap-

proximately 250 support staff positions. This is an inversion of the standard ratio of more support employees than managers, illustrating the disproportionate number of CSU management and executive personnel at the Office of the Chancellor.

Despite a November 2007 state audit critical of CSU executive compensation (CSU: It Needs to Strengthen Its Oversight and Establish Stricter Policies for Compensating Current and Former Employees), CSU executive pay continues to rise. As examples, Chancellor Timothy White's total pay from 2013 to 2015 increased by \$52,000 (14 percent), Associate Vice-Chancellor and Deputy General Counsel G. Andrew Jones received an increased total compensation of \$64,000 (32 percent), and the total compensation for Chief of Staff and Senior Advisor Lars Walton increased by \$40,000 (23 percent).

Thus evidence indicates that CSU management positions and executive compensation have grown disproportionately. Furthermore, changes dating back to the 1990s in the methods that the state of California uses to fund the CSU system may have led to increased hiring of CSU management positions and decreased hiring of support staff.

## Legislative Bill Priorities Update

*As of September 9, 2016*

### ***AB 2386 (Williams and C. Garcia) Classified Staff Trustee Seat***

***Position: SPONSOR/SUPPORT***

CSUEU is sponsoring this bill to revise the current make-up of the CSU Board of Trustees by requiring the governor to appoint a CSU classified staff employee to serve as a member of the board to represent the concerns and contributions of CSU support staff. A climate of exclusion currently exists on the Board of Trustees. All other CSU stakeholders have a voice on the board, including faculty, administration, students—even alumni—but not classified staff. AB 2386 was approved 63-12 in the Assembly and 22-14 in the Senate.

***Status: Gov. Brown vetoed this bill on September 21.***

### ***AB 2183 (Gatto) Personal Services Contracts***

***Position: CO-SPONSOR/SUPPORT***

Prior to any future contracting out, CSU personal services contracts would need to demonstrate cost-savings and be offered through a competitive bidding process. Management would be required to ensure that existing employees are unable to perform the work and would not be displaced. Until now, CSU has approved personal services contracts without being required to follow these guidelines, with which all other state agencies have complied for the past 30 years. This bill was opposed by the Senate Education Committee chair and did not gain enough votes for passage. The Assembly approved AB 2183 by a 50-28 vote.

***Status: Failed by a vote of 3-2 in the Senate Education Committee, with four members abstaining. CSUEU will likely reintroduce a similar measure next year.***

### ***AB 2835 (Cooper) Mandated Employee Orientation Position: SUPPORT***

Requires employers to provide an orientation to new employees, with the local bargaining unit(s) giving a presentation within the first hour that covers employee rights and benefits. The bill also requires employers to provide local bargaining units the updated names and positions of all employees every 90 days.

***Status: The governor's office was unwilling to support this bill. Negotiations will occur in coming months, with a similar measure likely to be introduced next year.***

### ***AB 2163 (Low) Hiring of CSU Presidents***

***Position: NEUTRAL***

As introduced—and supported by CSUEU—this bill would prohibit the CSU Board of Trustees from appointing a new CSU campus president unless that person had previously participated in at least one public campus forum. Only recently did the CSU abandon a long-standing practice of presidential candidates participating in campus forums. In a recent CSUEU survey, 83 percent of CSU employees said that they believed the campus presidential search process must be open. When the Senate Education Committee chair forced amendments requiring that a campus forum be conducted only after the interview process had been finalized and after a campus president had been hired, CSUEU withdrew its support. The Assembly passed the previous version of AB 2163 49-27.

***Status: The bill was held in the Senate Education Committee. It was unknown at press time whether a similar bill will be introduced next year.***