

University Employee

California State University Employees Union/SEIU 2579

The backbone of the CSU, representing Bargaining Units 2 (Health Care) • 5 (Operations) • 7 (Administrative)
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President's Message



From the desk of Pat Gantt, CSUEU President

As I write this report, the May revise (www.ebudget.ca.gov) has been out for about one week, and Gov. Brown has kept the \$125 million that he had proposed in his January budget proposal.

The Legislative Analyst's Office has its own views of the May Revise (www.lao.ca.gov/laoapp/PubDetails.aspx?id=2635), based on the LAO's more optimistic economic forecast for the state.

Pressure is building for the legislature and the governor to address the CSU system's accessibility issue, given that there are more than 330,000 new applicants for the fall semester.

Accessibility is also one of the motivations for the legislature's many current discussions about online courses. The most threatening

legislation in terms of outsourcing is SB 520, authored by Senate President pro Tem Darrell Steinberg. Still being revised, it initially proposed outright public/private partnerships that could privatize all support services for online classes.

Overall, the budget picture is much better than last year, in large part because of CSUEU members' important work on passing Proposition 30, which won last November and increased the state's tax revenue temporarily. That campaign involved a constant, concentrated effort beginning last spring to gather signatures to qualify it for the ballot, to register voters, and to get everyone to turn out and vote. That tax increase is the reason that Gov. Brown restored \$125 million to the CSU budget.

The trustees have earmarked \$38 million of that \$125 million for compensation, which

equates to 1.2 percent of the total compensation pool. Bargaining over the compensation pool will occur early this summer, after the budget is signed. It is too early to tell what issues may emerge in a reopener, but it is clear that we all are due for some raises to reflect our sacrifices over the budget cycles since 2007.

While we may be in a reopener this summer, we are also looking ahead to next spring, when our full contract will be bargained.

In closing, I must ask each and every one of you: What are you willing to do to help our union at the bargaining table to get our salaries back on track?

In union,

Pat Gantt

Budget Changes Direction



By Ray Finnell, CSU Bakersfield

Following several years of steep decline, the state's budget outlook seems on the upslope for the first time. The impact on higher education funding may be positive, but only if the legislature and governor can agree to stem the pattern of cuts that have been in place for the past five years, and only if the economy continues its recovery. Those are big ifs, but, for the first time in recent years, hope seems to be on the horizon for the CSU and us.

Gov. Jerry Brown's proposed budget for 2013-14 includes \$125 million in new funding for the CSU, the world's largest university system, if system officials freeze tuition for four years, streamline the path to graduation, and cut operating costs.

Students welcomed tuition refunds totaling \$132 million when Prop. 30 won last November. Brown's proposal includes an additional \$125 million to help offset that refund.

In its proposed 2013-14 CSU budget, the CSU Board of Trustees recently agreed to earmark some \$38 million for employee compensation increases on the condition that the \$125 million increase materializes, another indication that things may be improving. Officials stress that upper-level systemwide and campus management employees will not receive increases from this pool, which is about 1.2 percent of the CSU compensation total. Distribution of the funds will be subject to collective bargaining with the various unions, including CSUEU.

However, the amount isn't enough to make up for cost-of-living increases, much less market equity. We were

behind even after our last general salary increase of one percent in 2007.

The encouraging shift stands in stark contrast to a projected loss of up to \$250 million in CSU funds had voters had not passed Prop. 30. The voters spoke resoundingly in support of higher education's mission by passing Prop. 30. They approved--by a full eight percentage points--the measure's temporary taxes on upper-bracket earners and sales across the board.

"That win was a big one," says CSUEU President Pat Gantt. "Now we're depending on state leaders and the economy to continue the momentum and fund us at levels which will rebuild the CSU."

One study projects that Props. 30 and 39 will generate new revenues by up to \$6 billion in the current fiscal year and about \$7 billion next year. This could mean good news for students, the public, and CSU employees.

"Of all the state's agencies, the CSU took the largest budget hit over the past three years," continues Gantt. "Our funding was cut about 33 percent. The governor's proposed budget is step one on the road to recovery, but we have much ground to regain."

Even if funding is returned to pre-2007 funding levels, our workload and the loss of positions that we've experienced will keep our working conditions far behind where they had been before the recession. CSUEU has lost a significant number of represented positions in recent years.

At the January meeting of the CSU Board of Trustees, Brown opposed further tuition increases in the near future and admonished the trustees

The CSUEU Chapter Experience: An Outgoing President's Perspective



By Patricia Heath, CSU Chico

For activists, each level of involvement in CSUEU has its rewards. But being involved in the governance of a chapter has been one of the most rewarding and challenging experiences I have had as a union activist and as a CSU employee. I've spent the past two-plus years as the president of CSU Chico Chapter 302 and have enjoyed every minute of it.

When my chapter had an unexpected opening for president in 2010, I naturally expected one of my more experienced comrades to step in. They had a different idea, however. Every one of them pointed to me to take the reins.

I had only been a steward for little more than a year; I hadn't even written a grievance. But with all the assurances of support I received from the executive board, I stepped into the breach.

The mechanisms for tackling the administrative duties of the chapter were already in place. The chapter bylaws and CSUEU policy file were very helpful--I just had to find them. With a question here and there, I was on my way.

Next, I launched into preparations for my first monthly executive board meeting, at which the chapter sets a course for the coming months.

As a speaker at new employee orientations, I learned how to give "the union" a face, and I signed a few new members along the way.

Attendance at the monthly stewards' council was vitally important to me as a training device. As a relatively new steward, I soaked up the experience of those long-serving activists who had paved the way for the rest of us. I had seen how the more experienced activists handily prevailed at meet and confers. Guidance from members such as Darrell Bartlett, Tom Alden, Diana Askea, and, of course, the late Bill Patton, our long-time labor relations representative, was invaluable as I eventually learned how to represent our employees.

Bill, who passed away in 2011, had a gift for bringing people together. He showed me that spending time with people away from the stresses of the job and getting to know them on a personal level built cohesiveness and trust. When Bill was with us, most of the tribe would often meet after hours at one of his favorite haunts to discuss grievances and strategy. Those informal sessions were like stewards' councils on steroids. The chapter has tried to continue this team huddle as often as possible.

The duties of chapter president took me from basic tasks (making picket signs and cleaning the chapter office) to more high-profile

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See "Chapter Experience" on page 4

Representation on the Move

By Alisandra Brewer, VP for Representation



It's coming up on one year in office for me, and it has been an amazing year indeed. We've been very busy. We've conducted many basic steward trainings at chapters throughout the state. Now it's time to change our focus to advanced training for stewards and a chief stewards' training plan. The Representation Committee is working on several advanced training vignettes: we envision 30- or 40-minute training modules that labor relations representatives (LRRs) and chief stewards can present at campus stewards' councils. Topics include unfair labor practice charges, representation in disciplinary matters, grievance investigations, dealing with non-grievances, Weingarten Rights, release time, working with LRRs, leadership training, organizing, and much, much more!

The one-year recertification period for stewards who were certified before ratification of our current contract (March 20, 2012) is now closed. Any steward who was not recertified in the last year will have to take basic steward training again if he or she still wants to represent.

I'm very pleased to head up an excellent bargaining team with a great deal of experience. Our current contract will expire in 2014, but we have already started preliminary work on the next one.

Meanwhile, there are classification studies and meet and confer sessions throughout the state. Your team is always busy. If you have input into improving our contract, please send me your suggestions or talk to your bargaining unit representative.

Our contract gives us the option of opening Article 20 on salary at any time. After much discussion, we opted for CSUEU to request a reopener on this article, and the CSU responded with an intention to reopen Article 21 (benefits). Our initial meeting will take place July 25-26. We expect this to be the first of several sessions over the ensuing months. Your team will go to the bargaining table to get—finally—some of what we all deserve.

We know that CSU management and the legislature have been talking a lot about reducing our benefits. We've heard you loud and clear: save our benefits! The governor has spoken of the need to reduce our benefits to achieve parity with civil servants. Your bargaining team and officers speak at every CSU Board of Trustees meeting to remind the trustees that we are not on parity in any other way, since civil servants receive raises through salary steps. We have been hammering management over and over again about how our broken compensation system is harming our employees and the CSU as a whole. There is some movement, as we've been hearing trustees express concern about it, too. With a new

See "Representation" on page 4

Let Me Introduce Myself

By Loretta Seva'aetasi, VP for Finance



About 24 years ago, I began working at San Francisco State in the Office of Student Financial Aid. These days, I'm a graduate analyst in the Graduate College of Education. Mostly, I'm known as CSUEU's statewide VP for Finance.

In 2003, the then-treasurer for SFSU Chapter 305 suggested that I become involved in our chapter. I attended steward training and became certified, and, right after that, won the first grievance I handled—rejection during probation. That first victory was empowering and made me realize what our union could accomplish when we worked hard for it.

Soon after, I became the Chapter 305 treasurer and then chief steward for the campus. After less than two years of union involvement, I was both the vice president and chief steward for San Francisco State's chapter.

At the first CSEA General Council I attended (I was an alternate), I was asked to join CSUEU's statewide Finance Committee, which I served as a member for a few years. I learned a lot during those years – how our dues are spent, how to prepare for an audit, and how to communicate financial information to the Board of Directors and our members. In 2009, I ran for Vice President for Finance and won the election, then immediately got on a plane for Long Beach to be part of the bargaining team to negotiate furloughs. After completing my first term, I ran unopposed for a second last year.

Here are a few of the things the Finance Committee has accomplished since my service as VP began:

- Implementation of a new cloud-based accounting system, which allows better reporting
- Contract language placing a moratorium on the prior year's reimbursable leave payments to the CSU, which has yielded over \$200,000 back to the CSUEU!
- Request for proposals and selection of a vendor for a new Contact Relationship Management, or CRM, member database that will go live this summer

Five years ago, our union represented 16,000 employees. Today, that number is significantly lower. That means we are collecting less revenue while facing tougher fights on many more fronts.

There is always much work to be done, and I'm proud to lead a Finance Committee that's dedicated to making sure that our limited resources are efficiently utilized to maximize our potential to face these challenges while continuing to provide vital services to our members.

Take Control Of Your Fate and Get Involved!



By Mike Geck, VP for Organizing

A few weeks ago, CSUEU President Pat Gantt forwarded a link to an article from InTheseTimes.com titled "The Organizing Model: As American as Apple Pie" to the Board of Directors. I suggest searching for it online, as it's quite appropriate for our union's current stage of development—transitioning from an association service model to a union organizing model.

We do a good job negotiating and protecting our contract with the resources we have available. The fact is, not everything can be won or done at the bargaining table or in an official complaint, charge or grievance. We limit our union and ourselves when we rely so heavily on a small group of chapter leaders, stewards, and paid staff to negotiate and protect our contract, compensation, benefits, and working conditions.

So what's the alternative? It's the very organization that we're all co-creating at this moment. We all have our own unique vision for CSUEU, but what is our united vision? What is our collective vision for what this union will be like when it's fighting for a fair contract?

Over the next year, I'd like to see more new faces getting involved, more feedback and action from the rank and file, and unity at all levels so we can confidently carry out a winning strategy that gets our members a fair raise and protects our jobs, our work, and our benefits.

The Organizing Committee met in May to continue to plan actions that will result in more CSUEU involvement and united action. A couple of key agenda items were:

- District legislative office visits

- Invitations to legislators to visit chapters
- Preparing for our upcoming contract campaign
- New employee orientation
- Increasing membership at specific chapters

These efforts are about protecting our interests and, at the same time, improving California's public higher education system. We have seen too many of our co-workers retire or move on to higher paying jobs because of the lack of raises, and, all too often, those vacant positions go unfilled. We serve more students and more square footage with fewer people doing the work; 300 less represented employees in the last two years alone and over 1,500 since 2008.

While we've been able to work more efficiently to make up for some of the losses, the fact is that you cannot take that many people out of the workplace without services for students, faculty, and administrators suffering. There is a ripple effect on the CSU and higher education in general.

For us personally, it means more stress-related anxiety and related injuries and time off of work, which feeds the downward spiral. The only reason we have a CSUEU is because of the CSU, and we want what's best for both the CSU and us, too.

Join the change that's occurring in CSUEU. Get informed and get plugged in at your chapter. Go to chapter and committee meetings. Donate an hour a week or even an hour a month at your chapter; chances are leaders can put your skills to good use. Take ownership of your union and your contract.

Your future is in your hands. Take some control of your fate and get involved!



At the March Board of Directors meeting, CSUEU President Pat Gantt (center) swears in Bernardo Ng of San Diego State University (left) and Neil Jacklin of CSU Stanislaus as new chapter presidents

Changing of the Guard

By Ray Finnell, CSU Bakersfield



CSUEU has lost some of its most well-known activists recently due to retirement and moves to other employers.

Linda Nunez, former Los Angeles chapter president, retired in December. A longtime activist with more than 20 years' experience, Linda also served on the statewide CSUEU Organizing Committee and the Bargaining Unit 7 Council. She held several offices at Cal State L.A. Chapter 311 and could always be counted on to do whatever needed to be done for union activities.

Michael Brandt came to CSUEU several years ago and ultimately rose to lead the Bargaining Unit 7 Council. Employed at the Cal Poly San Luis Obispo campus and active as the chief steward there, Michael brought a wealth of experience, wisdom, and knowledge from his employment and activism in other industries. Michael is hoping to complete his dissertation and earn a PhD this fall.

Patricia Heath progressed from campus activist to chapter president at CSU Chico, a position she held for about two years prior

to retiring in April. She continued the tradition at the campus of maintaining a strong chapter presence at Chico, which has produced several statewide activists over the years, including current statewide President Pat Gantt. Patricia is pursuing an active retirement, following up on interests that had to take second place over the years.

Andrew Coile left CSU Monterey Bay in March to begin work at Apple. Andrew served as chapter president, member of the Legislative Committee and most recently, chair of that committee. Andrew was largely responsible for overhauling CSUEU's statewide elections last year, and he created an online meeting registration site that activists use and that has saved countless hours and union dollars. Andrew left his indelible mark in numerous ways by seeking the most efficient, practical, and user-friendly ways to achieve the organization's goals in many of its operations.

University Employee and CSUEU leaders salute these activists, whose presence at statewide and chapter activities is missed, as well as other activists at chapters who have left service and whose presence is also missed.

This Is Our Year!

By Debbie Blair, CSU San Marcos and Donna Melendez, CSU Los Angeles



"This is our Year!" was the theme of this year's CSUEU Lobby Day, which featured a day of training on April 22 followed by a day of office visits

with legislators at the Capitol on April 23.

CSUEU chapter representatives, some 55 in all, spent their first day reviewing information packets, participating in role-playing exercises, and listening to inspiring guest speakers, including David Balla-Hawkins, recently retained as a political consultant to CSUEU, and Sherry Golden, who retired last December as CSEA's governmental affairs manager.

The next day, chapter representatives branched out across

the capital for 100-plus meetings with legislators and their staff members to familiarize them with CSUEU and to express members' concerns. In addition to supporting Gov. Brown's proposed increase in funding for the CSU, CSUEU representatives talked to legislators about a wide range of concerns:

- The CSU system has lost a third of its state support since 2007-08; it's perennially the first institution to be cut and the last to be restored. We support a sustainable budget for the CSU
- Our employees don't have a means to move through their salary ranges. Unlike civil servants, who move through their ranges using a merit/step system, our employees will never get to the top, so they have been and continue to be stuck.
- CSU staff members have not had a pay increase since 2008—and that was only one percent—and we have had no cost of living increases since 2007. We're left trying to live in 2013 on a 2008 salary, which wasn't on a par with inflation or market equity even then.
- Since 2009, CSUEU has lost more than 1,000 represented employees; those employees who are left behind must deal with increased workload.

"The training day was particularly well prepared," said long time activist and Cal Poly Pomona Chapter 319 President Deborah Campbell. "It's important to have Lobby Days



devoted solely to the CSU staff and our needs."

This was the first lobby day for Laura Gribben, a Unit 7 representative from CSU Fresno Chapter 309. "The training prepared us well," she said, "and really gave my group the confidence to feel comfortable meeting with our legislators the following day.

The Legislative Committee would like to thank all who participated in making this year's Lobby Day a success. The committee is pleased to report that the participant evaluation forms rated the two-day program as one of the best lobby days in recent memory.

Committee Chair Kim Harrington reminds chapter representatives that their duties don't end with Lobby Day. Members need to reinforce CSUEU's relationships with legislators by making all-important regional office visits in the months to come, ever bearing in mind that indeed "This is our Year!"



CSUEU Committee Reports

Governance and operations at work

CLASSIFICATION

This term, the Classification Committee has some new faces! Recent additions are Lori Williams, Frank Williams, Mario Mena, Rose Greef, and Susan Smith, who join "old timers" Nancy Kobata and Dawn McCulley.

An election was recently held for committee chair and vice chair; newly elected are Nancy Kobata and Lori Williams respectively.

The committee has discussed ongoing classification issues across the campuses, and it has become apparent that many issues are systemwide and not confined to a solitary campus. Members have had in-depth discussions about job merging and workload issues.

The committee has reviewed In-Range Progression workshop materials to make sure they are updated. They have now been sent to the Representation Committee for final approval.

COMMUNICATIONS

The committee has said goodbye to member Patricia Heath, who retired the end of April. We wish her all the best on her new adventure.

The CSUEU spring poster was mailed out to all chapters in early April. With the theme of "CSUEU in Action," it depicted the many rallies and actions that the union has supported during the last few years.

The committee is currently working on a new monthly CSUEU E-News column designed to expand members' knowledge of the CSUEU-CSU contract and also let them know about common issues that are being addressed statewide. We hope to launch in early summer, so look for it soon!

FINANCE

The Finance Committee met to discuss CSUEU's current and projected finances for 2013. A targeted cut of \$470,000 that the Board of Directors approved for the 2013 CSUEU budget has been met, and mid-year adjustments

are not foreseen at this time.

The committee is pleased to report that, after a review of chapter audit materials, the union's annual audit has been completed.

In addition to assigning committee members to monitor and assist chapters in their respective geographical areas, VP for Finance Loretta Seva'aetasi and the committee have identified goals for this year. They include educating chapters on the timing and availability of grants, updating CSUEU travel policies, and offering training to new chapter treasurers.

The committee recommends that the Board of Directors begin its discussions of the 2014 budget at the June board meeting.

LEGISLATIVE

The Legislative Committee has said farewell to Chair Andrew Coile and wishes him all the best in his new dream job working for Apple. Former Vice Chair Kim Harrington stepped up to chair, and the CSUEU Board of Directors quickly approved the subsequent appointment of Sandee Noda from San Francisco State University to the committee.

The committee rallied, working several weekends, to complete plans for the annual CSUEU Lobby Day, which was held last April 22-23. The theme was "This Is Our Year!" and the focus was ensuring that CSUEU had a Lobby Day presence in every legislative office in the Capitol.

To meet that objective, Committee members diligently focused on securing the all-important appointments. After a day of training on April 22, some 55 members branched out across the Capitol for 100-plus meetings with legislators and their staffers on April 23 to discuss such topics as Gov. Brown's proposed increase in funding for the CSU, the need for salary increases, and workload and contracting out issues. Our activists reinforced their relationship-building efforts and discussed issues that face CSUEU-represented with their local legislators.

The agenda for April 22 was packed full of activities and specialized training aimed to enhance both the Lobby Day meetings with legislators and local district visits during the rest of the year.

In addition to a list of legislators who represent their campuses, participants also received copies of pending bills that target the CSU, along with CSUEU's recommendations. On April 23, many attended an Assembly Higher Education Committee meeting whose agenda included three bills focusing on the CSU, particularly on online education.

The committee wishes to thank all the activists who participated in this year's CSUEU Lobby Day. You made the difference!

ORGANIZING

The Organizing Committee met to set priorities for the rest of the year.

One of the committee's continuing tasks is assisting chapters with developing and submitting chapter organizing plans, which will help chapters focus on their long-range and strategic goals beyond hosting chapters meetings and governance-related tasks. Committee-recommended goals include:

- Charting, mapping and networking
- Increasing chapter membership
- Develop chapter working groups
- Develop chapter Organizing Committees

With the CSUEU/CSU contract ending in June 2014, the committee urges chapters to complete their organizing plans so they can be ready to support preparations for the 2014 contract bargaining campaign, which is now in its initial planning stages.

POLICY FILE

Chair Steve Mottaz reports the committee is discussing streamlining chapter elections to reduce complaints. The committee has proposed and the board of directors has adopted

changes which make it easier for hearing panels to investigate member complaints against other members.

The Board of Directors also approved the committee's recommendation to eliminate the Membership Dues Committee and shift its sole duty--reviewing requests from members to suspend their dues temporarily in instances of extreme hardship--to the Finance Committee.

In cooperation with the Communications Committee, the committee further proposed and the Board of Directors agreed to encourage chapter executive boards to establish a communications liaison seat.

REPRESENTATION

The Representation Committee, chaired by Alisandra Brewer, met in Sacramento. Included in the discussion was a 77-page Unfair Labor Practice filed by Labor Relations Representative Joseph Jelincic at San Jose State University over the distance-learning Udacity contract, which raises outsourcing issues. CSUEU was not noticed as required. This violation directly impacts CSUEU employees. The committee reviewed recent arbitration decisions and settlements.

Also discussed was whether CSUEU should request to re-open the contract on Article 20 (salary). The committee subsequently opted for CSUEU to request a reopener on this article, and the CSU responded with an intention to reopen Article 21 (benefits). Our initial meeting will take July 25-26. We expect this to be the first of several sessions over the ensuing months.

The committee reviewed ongoing training for completion or implementation. The categories discussed were:

- New stewards training
- Steward re-certification
- Advanced steward training
- Chief steward training

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Budget Changes

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and administrators to cut operations expenses.

The governor, whose relationship with public unions has been generally positive, praised unions for their work in helping to get Prop. 30 passed.

As of press time, Gov. Brown and the legislature were about to seal the deal on a state budget that generally kept state spending at proposed levels, including that \$125 million in CSU funding. Even without a dip in overall state spending, Brown's proposed total expenditures are more than \$5 billion less than those of 2007-8. In the same period, the state's population has increased by more than one million, and the CSU's enrollment has grown significantly.

In any case, this year is different from the past half-decade or so. At last, we can see at least a glimmer of light at the end of the state's fiscal tunnel, which for too many years has been long and dark, indeed.

Representation

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chancellor, there is hope of getting us back on track in the future.

Thank you to all of you for your help and support as I've come up to speed in this position. I am humbled and proud to represent such an amazing group of people.

Chapter Experience

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events, such as participation last year in the CSEA General Council and a union march on the state Capitol in a show of solidarity with Wisconsin state workers.

The ideas that have flowed from the Chapter 302 activists and our local labor council have culminated in such actions as organizing new member tabling events, hosting IRP workshops, gathering petition signatures, taking part in phone banking, and meeting with the new CSU Chancellor.

Chico is very fortunate to have a truly dedicated group of intelligent, hard-working members. If I had to choose only one strength to describe these activists, I would say it is their commitment to the people they represent. I am immensely proud to have worked with the greatest group of CSUEU activists in the CSU system. They all deserve praise and recognition for the heavy lifting they do each and every day.

Soon I will retire from the CSU, and I am fortunate to have been given this public forum to say goodbye to my CSUEU family. To all CSUEU chapter presidents, I am in awe of what you do each day, each month, each year. To Chico, Chapter 302, thank you for letting me be your chapter president.

2, 5, 7, 9, 12, 13: Bargaining Unit News

Items of statewide interest

BU 2

Chair Tessy Reese says the BU 2 council is still working on athletics trainer issues and is working to establish a statewide e-mail list for Unit 2. The group has taken up new issues including:

- Ongoing problems with management
- New clerical classifications
- The Affordable Health Care Act's impact
- Nurse Advice Line contractors and services
- Dental and optometry services
- Mental health services, including suicide prevention training
- Immunization records

The council will be discussing contract issues in preparation for bargaining, as well as an anti-bullying policy.

BU 5

Bargaining Unit Council 5, chaired by Sharon Cunningham, met in Sacramento to discuss the ongoing issue of statewide con-

tracting out and is glad to report that San Diego State will soon hire 13 new employees instead of using contractors. She thanked campus President Elliot Hirschman for his assistance in making this happen. A meet and confer was held at CSU San Bernardino on March 4 on this same matter.

In reviewing the labor job classification standards, the committee determined there are no lead laborers in the CSU. CSUEU President Pat Gantt, a guest attendee, stated that higher classifications can lead the work if they are in the unit. Frank Williams will take this to the Classification Committee for follow-up. Letters will be sent to workers to ask what their assignments are on their respective campuses.

Management has reportedly been clocking in employees who arrive one to two minutes late yet do not compensate employees for overtime. Stewards were reminded to be the eyes and ears of CSUEU to report and help prevent abuses of this nature.

BU 7

The BU 7 Council has been working on such classification issues as implementation of new Accounting Technician standards. Council Chair John Orr urges Accounting Technicians I, II, and III to compare their

job descriptions to the new Classification and Qualification Standards and to contact their stewards if they believe their position is misclassified.

The council has also been examining management's proposed changes to several classification standards. Meetings with management are pending.

The group has scrutinized out-of-classification work that managers have assigned to employees at various departments across the state. The council is committed to providing support to stewards and helping protect employees' rights.

Orr urges all members to contact their stewards if they suspect violation of the contract. He further encourages employees to review the recently updated Know Your Rights flyer on In-Range Progression (available in the Library at www.csueu.org) and to apply for an IRP wherever applicable.

BU 9

The Bargaining Unit 9 Council met to discuss a variety of issues related to Unit 9 and its members. The current CSUEU-CSU contract expires in 2014, which does not leave a lot of time to prepare strategies for contract bargaining. The council spent most of the first day meeting with the BU 2, 5, and 7 Councils, sharing ideas and working on strategies

for a successful contract bargaining outcome. The councils will be asking for member input soon, but, in the meantime, you can work with your campus's Unit 9 representative or submit comments or suggestions directly to Chair Rich McGee at csueu.unit9@gmail.com.

BU 12

The bargaining team reports that Bargaining Unit 12--San Francisco State University (SFSU) Head Start--is in a very unfortunate situation. The team was concluding its contract negotiations when the university announced that it would not be renewing the Head Start grant, which ends this month. This means that the unit's positions and Unit 12 itself have ceased to exist. The team is now in discussions with SFSU in efforts to get the employees transitioned without loss of wages or positions.

BU 13

The bargaining team started contract bargaining in February for Unit 13, ESL instructors at Cal State L.A.

A chief concern is obtaining basic benefits (these employees currently have no healthcare plan or sick days), along with additional personal time off and increased compensation for teaching writing classes, which require more time for preparation and correcting.