



❖ MINUTES ❖

2nd CSUEU Board Meeting of 2010 June 26-27, 2010

CALL TO ORDER:

The 2nd CSUEU Board meeting of 2010 was called to order by President Pat Gantt in the Crystal Ballroom of the Grand Sierra Resort at 10:05 a.m. on Saturday, June 26, 2010.

PLEDGE OF ALLEGIANCE:

Vice President for Finance Loretta Sevaaetasi led the Council in the pledge of allegiance.

ROLL CALL:

A quorum of the CSUEU Board was present as determined by the roll call taken by Dayna Ramos, CSUEU Program Specialist. CSUEU Board members in attendance:

Pat Gantt, President	Ronnie Grant, VP Organizing - Absent	Russell Kilday-Hicks, VP Representation
Loretta Sevaaetasi, VP Finance	Tessy Reese, BUC 2 Chair	Pam Robertson, BUC 2 Vice Chair
Sharon Cunningham, BUC 5 Chair	Richard Berry, BUC 5 Vice Chair	Michael Brandt, BUC 7 Chair
John Orr, BUC 7 Vice Chair	Rich McGee, BUC 9 Chair	Alisandra Brewer, BUC 9 Vice Chair
Steve Mottaz, President 301	Jessica Post, President 302	Kim Harrington, President 303
Leeanne Bowes, President 304	Carl Baer, President 305	Rose Greeff, Representing 306
Vera Acevedo, President 307	Frank Borrelli, President 308	Nancy Kobata, President 309
Ray Finnell, President 310	Gilbert Garcia, President 311	Chris Sales, Representing 312
Joyce Cury, President 313	Cynthia Jones-Hunter, President 314	Peggy O'Neil-Rosales, President 315
John Burdett, Representing 316	Jacqueline Otis, President 317	Sherry Velthuysen, Representing 318
Deborah Campbell, President 319	Robert Garcia, President 320	Mike Geck, President 321
Andrew Coile, President 322	Charles Constantine, President 323	Joseph Dobzynski, President 324

OPENING REMARKS, ANNOUNCEMENTS AND INTRODUCTIONS:

John Watson presented a moving slide show display of CSUEU union activism across the state. CSEA Vice President Donna Snodgrass informed the group of the CSEA Foundation's silent auction.

VP for Representation Russell Kilday-Hicks led the attendees in a rousing union oriented song titled "It Will Make Your Flowers Grow."

Pat Gantt acknowledged the guests in attendance and opened the microphone to anyone who wanted to speak. The following guests were acknowledged:

CSEA Vice President Donna Snodgrass, VP for Finance David Okumura, ACSS President Arlene Espinoza, Elnora Fretwell from ACSS, CSEA EBR Bob Wright, Sherri Golden, Lee King, Rocco Paternoster were in attendance.

Chapter Presidents in attendance acknowledged the following guests from their chapter:

Chapter 301: Jerry Saner, Steve Tillinghast
Chapter 302: Pat Gantt
Chapter 303: Pam Robertson, Vivian Mendoza, Neysa Bush, Jennifer O'Neal-Watts, Frank Williams
Chapter 304: Michael Hazen, Alisandra Brewer, Jo-Ann Dapiran
Chapter 305: Russell Kilday-Hicks, Loretta Sevaaetasi, Christine Valero, Sandee Noda, Rosa Valencia
Chapter 306: Marie De La Cruz, Sylvia Ortiz, Peter Greeff
Chapter 307: Patricia Jones, Jose Rico, Gilbert Villareal
Chapter 308: Kathleen Hidalgo, Michael Chavez, Dawn McCulley, Neil Jacklin
Chapter 309: Angel Melendez
Chapter 310: Kathryn Plunkett was here on Friday
Chapter 311: Lisa Bush, Diana Balli, Donna Melendez, Linda Nunez
Chapter 312: No other members present
Chapter 313: Peggy Allen, Marilyn McGuire, Carolyn Duckett, Steven Orr
Chapter 314: Sanjay Mishra, Bernadine Grayer
Chapter 315: Richard Duarte, Janet Gonzalez, Matthew Black
Chapter 316: Michael Brandt
Chapter 317: John Orr, Ken Coleman, Kathryn Crawford, Susan Smith
Chapter 318: Tessy Reese, Sharon Cunningham
Chapter 319: Christine Thomas, Rocky Sanchez
Chapter 320: Rich McGee, Rick Berry, Kathy Cole, Annel Martin, Denise Garcia, Nadine Mendoza
Chapter 321: No other members present
Chapter 322: George Ball, Gus Leonard, Cyndi Olvera, Janine De Leon
Chapter 323: No other members present
Chapter 324: No other members present

CSUEU Staff: John Watson, Dayna Ramos, Sherri Strange, Malia Plummer, Lois Kugelmass, Teven Laxer, Nancy Yamada and Brenda Brown.

APPROVAL OF MEETING MINUTES:

CSUEUBOD 75/10/2 MOTION:

Frank Borrelli second Russell Kilday-Hicks - that the minutes of the March 27-28, 2010 are passed as presented.

PASSED

PRESIDENT'S REPORT:

Good Morning and Welcome to Reno. I will touch on the following topics: layoffs, the budget, authority/responsibility, Code of Conduct and elections.

First, I want to thank all of you in attendance for being here and giving up your weekend. I realize the sacrifices that many of you made to be here and appreciate it. I also am aware of the concerns that some of you may have had with holding a meeting here in Reno. The decision on choosing this location was not hasty one and the board debated it more than once. I assure each of you that the board will assess every meeting location and event to constantly evaluate the best use of resources for the organization. Our next two regular full board meetings are scheduled for Manhattan Beach for the fall meeting and Sacramento for the March meeting. Dayna did mention that this weekend's board meeting was the best attended meeting we've had.

Second, I would like to compliment the chapter presidents and stewards of 9 chapters where we have had layoffs. You have faced extreme pressure and continue to represent your members well. Your work before, during and after bargaining is what has made the difference where we can get agreements and reduce the amount of layoffs. I also want to recognize the efforts of the bargaining team that has been across most of Northern California more than once. Many times on short notice and made it to the bargaining table prepared despite travel delays and other obstacles and non-ergonomic chairs. The ongoing impact to reduce layoffs is critical. The organizing and representation support is making a big difference. I also want to thank the members of the organizing team as they have rolled onto campuses to help in any way possible to support bargaining and get people involved in the Stop the Cuts campaign. I would be remiss if I did not also thank Lois and Teven for their hard work at the layoff tables and the field staff for their ongoing support of all the chapters. They are beyond equal to anyone on the management's bargaining team. The support of the surrounding chapters has been inspiring.

Third, the state budget process will not be resolved anytime soon. It may go into August or the Fall as the politics plays out in an election year. The good news is that partial restoration of last years funding cuts for the CSU is in every budget plan so far. Those funds, if restored, could go a long way to mitigating current layoffs and prevent future ones in this fiscal year or next. Please keep in mind that Higher Education is really the only part of the state agencies looking at restored funds at this point in time. The key to the final budget will be revenue of some sort. I have passed out a brief communication piece from the SEIU State council that has the core message of the budget fight to protect public services. The Governor is also using some dirty tactics in his budget strategy as he threatens to reform our pensions in the budget process and even apply minimum wage if the budget is not signed. The CSUEU is looking at every legal angle possible on these issues as the CSU has never been affected by these threaten actions before.

Fourth, as you may have heard there is an election this November. It is critical that we have our members engaged and voting their interests in candidates and issues. Recently, the CSUEU made a major step forward as we endorsed John Laird in a special election in SD 15. We mobilized with phone banking which we had never done before. I will let the Legislative committee report more on what we were able

to do and what we will do next in that election process and for the fall. I anticipate we'll be doing phone banking again. There's a term we used to use on the back of a t-shirt and it's still very pertinent message for our members now. . . *Vote: Your Future Depends Upon It!*

In closing, I want to comment and recognize that the pressure of the current budget situation and demands can wear on activists. We each have a dual challenge of authority and responsibility as board members. The authority part is the easy part. The responsibility part is the bigger challenge and can cause more stress as people try to cope. We all handle pressure in different ways. I am extremely proud of this board and its ability to self monitor and focus on the important things. If everyone fulfills their role and does what they are supposed to do there would be no controversies. I would like to have several board members volunteer to work with me to develop a Board Code of Conduct which is common on many boards and could serve us well. In short, we need to understand that we can agree to disagree without being disagreeable. Please work with one another and make this a stronger union. I think we have many challenges to face, but together we are equal to any task and especially so when we remind each other that we have you back.

CSUEU'S HQ's REPORT:

The CSUEU staff is committed to continuous improvement and is here to serve CSUEU members, most importantly the Board of Directors. We need your feedback, for, without it, it's impossible to identify those areas most in need of attention. You all have my phone number so I encourage all of you to call me. We can only achieve improvement by listening to and acting upon the input of the members, leadership, and activists we serve. I encourage you to call or e-mail me at any time to let us know how we are doing.

This is identical to the opening paragraph in the last Chief of Staff report. This is because it bears repeating and is the principle by which we operate. You can expect to see this opening in each and every Chief of Staff report.

As all of you know, the months since our last board meeting have been very, very difficult for our members, our activists and our staff. We have all redoubled our efforts because nothing we do is as important as saving jobs. I am proud of the work we've done so far – our bargaining team, led by Russell Kilday-Hicks, Teven and Lois' work bargaining, Jerrie McIntyre, Michael Hejazi, Mark Greenleaf, Jen Adams, Frank Pulido, Hubert Lloyd, Brenda Brown and Brian Young have all had direct and important roles supporting bargaining and/or the organizing activities we've engaged in to support bargaining. Dayna, Malia and Sherri have had to do more last minute – and sometimes even past last-minute, logistics and have done so seamlessly. And, of course, Pat's guiding hand throughout the process has been invaluable.

General Issues

These last few months have been focused on supporting layoff bargaining and organizing. – ensuring that that all of the bargaining sessions and organizing support have appropriate leave time, accommodations, food, advances.

We continue to add to headquarters' attached office procedures manual. Last year, we developed and/or clarified the following office processes:

- Bargaining updates: It is crucial to communicate to our members as soon as possible each time we are bargaining on a statewide basis. There have been instances during the past year when information has reached our members from sources other than CSUEU. We are making it a top priority to publish bargaining updates as soon after statewide bargaining as possible; in most cases this will be the same day. The VP for Representation, the bargaining team and the chief negotiator will develop points for the bargaining update, and the communications specialist will be on standby to copy-edit the points and publish them. If there are directives (e.g., stewards only; announce to all; discuss at general membership meeting) associated with the bargaining update, those will be communicated either in the initial bargaining update or in a subsequent update.
 - June 26, 2010 update: we have implemented this procedure and been successful at getting timely updates out to the board and our members.
- “Change” procedures: It is a constant challenge to keep all of our directories, address lists, and other siloed databases up-to-date. For instance, we maintain activist and staff contact information on our web site, member and fair-share fee payer information in our membership database, and e-mail lists in both our Exchange server and within Mailman, not to mention permissions for current stewards and other activists to access “The Activist” secure website and for selected leaders to receive “PIMS” lists. To ensure that our information is accurate and up-to-date, we will be implementing a new procedure for processing these updates, a user-friendly form on The Activist web site where chapter presidents can submit all updates affecting their chapters. A single change request on this form will generate a “ticket” that we can use to track your request and to ensure that it gets taken care of accurately and across all databases. Once we have implemented this procedure, we will no longer accept update requests through any other method; before fully implementing this new procedure, we will have a beta testing period to ensure not only that the system works but also that each president is familiar with the form and is comfortable with the process.
 - June 26, 2010 update: We have developed this form for our Activist website. Within the next week, we will be sending out a link with instructions so you may easily make changes in our system when they occur at your chapter.
- Meet and confer notices: We have eliminated a step from our process in conveying meet and confer notices to the impacted chapter. In the past, Malia Plummer scanned the notices and e-mailed them to the chief of staff for processing. This sometimes resulted in delays getting the notices out to the chapter. Malia will now scan and e-mail the notices directly to the appropriate chapter and statewide leaders; in most cases, the notices will be processed the same day they're received. We believe this will decrease the likelihood that our members hear about an impending change from campus management before receiving the official notice from CSUEU.
 - June 26, 2010 update: This procedure is fully implemented and has worked well based on the feedback we have received.

- Meeting Calendar: The CSUEU calendar can be found at: <http://www.csueu.org/Calendar/tabid/81/Default.aspx>. To ensure that appropriate meetings are posted on a timely basis to the calendar, the attached new procedure has been developed and implemented.
- LRR Recruitment Process: At the November board meeting, we agreed on the following new process for LRR recruitment: beginning with the current recruitment, chapter presidents or their designees will be invited to the final round of interviews to meet the candidates and ask questions, and they'll have input into the final hiring decision.
 - June 26, 2010 update: We used this process for our most recent hire. The feedback from the Presidents about the process has been positive; we will continue using this process.
- Exchange E-mail Lists: All "calcsea.org" mail users now have the ability to send to the lists contained in our Exchange server.

Projects in Process

- Performance Evaluations: CSUEU staff have been evaluated only once during the last 10 years. Without a performance management system in place, we can neither provide our staff with reliable, accurate feedback nor fulfill our goal of continuous growth. With the assistance of Local 1000 and the new CSEA HR director, as well as the feedback from chapter presidents, we are developing a performance evaluation form and process so that our staff receive valuable feedback and are able to create professional development plans. The evaluations will reflect each employees' classifications and will include criteria such as job knowledge; skills and abilities; initiative; communication; leadership abilities; quantity and quality of work; timeliness.
 - June 26, 2010 update: We have implemented the evaluation process and begun evaluating employees. Chapter Presidents have been provided the opportunity to provide input into the evaluations by completing their own evaluation form and submitting it to the Chief of Staff.
- CSUEU Staff Vacation Balance Reductions: Our staff members have a contractual limit of 240 hours per year of vacation carryover. This is important, as it helps control our liability and ensures that our staff is taking the time they need to rejuvenate from their very demanding jobs. Many of our staff members are significantly over that balance, so we're now working out vacation schedules to bring them to the contractual maximum. Please bear in mind that, as a result of this initiative, staff availability may be somewhat limited during certain portions of the year.
 - June 26, 2010 update: This project was completed last month. Employee vacations have been scheduled such that there will be significant reduction in vacation balances at the conclusion of this year.

Field

- I continue to host weekly teleconferences with all field staff, SLRRs and the communications specialist. These calls are invaluable, as they provide a forum for sharing critical information and for brainstorming solutions to some of the more complex problems we face in the field.
 - June 26, 2010 update: We will be focusing on staff's role in the "Stop the Cuts" campaign on the next few calls.
- Our field staff members have submitted quarterly budget estimates so that the Finance Committee can better determine appropriate budget numbers for staff travel.
- Staff members have been directed to submit requests for lodging approval in advance when they know they will be going over the contractual limit.
- Staff members have been directed to use overnight accommodations only when absolutely necessary.

Central Support

- Human Resources: CSEA has hired a new human resources director, Vicki Cichocki (pronounced Cha-hoski), who comes to us with a wealth of private industry experience. She has hit the ground running and has already assisted CSUEU with various personnel issues. I will be meeting regularly with her to ensure that our issues are processed in a timely and thorough manner.
 - June 26, 2010 update: Vicki Cichocki continues to provide valuable guidance and support to CSUEU in a variety of personnel matters including FMLA, ADA and worker's compensation issues.
- Membership: The transition from our antiquated UnionWare database system to the new Jeeves system has been rocky at best. We've had to deal with late and missing reports during this transition. CSEA has taken to two steps to facilitate a smoother transition during this new year. First, they've hired Dave Samuel as IT Director, a new position for CSEA. Second, they have developed a committee made up of representatives from CSEA and all four affiliates to determine priorities for the Membership Department through this transition period. Ronnie Grant and I are the CSUEU representatives on that committee, which meets weekly to reviews the current status of the transition. When any crises pop up, the committee determines where resources should be focused. The objective is to complete the project as quickly as possible. All the stakeholders are now part of that decision-making process and are apprised of the project's status on an ongoing basis.
 - June 26, 2010 update: The membership project has begun in earnest. The contractors working on the project are currently talking to many CSUEU stakeholders about current business practices and future business needs. If you have a message or e-mail from Christopher Do, it is critical to CSUEU that you respond to him before the end of next week.
- Accounting: Our new accounting software is already in use by our account techs. Our VP for Finance and senior staff will be trained on how to access the system to produce reports by the end of April. The system should be fully functional by the end of the summer; some of the delay is a result of CSUEU's guidance that the online version more closely mirror the expense forms that we use now in order for the transition for our members and staff to be smoother.

- June 26, 2010 update: The new accounting system has been implemented, though some of the features have not yet been rolled out. Although we cannot yet submit expenses online, your leadership now has the ability to access expense information online and get detailed information quickly and efficiently.

Headquarters Report

We continue to work very hard on behalf of the members at our headquarters office. Much of the work consists of daily e-mails/phone calls and assisting members, staff and leadership. For every meeting that was done we must coordinate the rooming/leave/food/meeting set-up to pass on to Sherri, Malia, and/or hotels. There are also miscellaneous hotel stays that needed to be coordinated. We worked on assisting with various print projects, such as buttons, bumper stickers, steward training materials, and many other general office materials.

Every expense claim, check request and travel advance that is processed includes review and a signature from the lead program specialist or chief of staff. We ensure the credit cards gets paid and appropriate receipts collected. We process incoming and outgoing mail.

For Lobby Day and Board meetings, we gather all of the material produced by staff and/or the committee to organize, binderize and distribute. For bargaining and organizing events across the state, headquarters provides support that may include binder preparation, lodging, food and travel advances. Lobby Day also included designing and ordering Lobby Day shirts for the attendees.

We keep the kitchen stocked so necessities such as coffee, tea, beverages, and paper towels are available for members/leaders. We order flowers for friends who have passed on and cakes for important birthdays.

We have participated in/and or lent support for meetings/trainings (e.g., Finance Committee, Representation Committee, Policy File, Project Management Training, Strategic Planning, and various staff meetings). This support includes, but is not limited to: copying materials, organizing materials, getting materials to committee members, advising committees.

Now, some numbers (these are year to date):

Expense Claims	Approximately 305
Travel Advances	Approximately 73
Chapter Expense Claims/Travel Advances/Misc	Approximately 70
Membership Applications	Approximately 132
Email updates (includes the following: website directory, In-house directory, membership database update and IT updates)	Approximately 35
Days of Release Time Requested (this includes paying invoices for 5.13 leave)	Approximately 1030
Grievances (at level III or IV)	Approximately 76
State Personnel Board Appeals	52
Unfair Labor Practice Charges	25

BARGAINING REPORT:

I want to start with the layoff report that Teven created. He updates this as often as there are new developments, which has been quite a bit lately. I wanted to point out a few items. The hardest hit campus as a percentage of represented employees is East Bay with 21.43 percent affected between layoff and reassignments related to layoff. And the other item to call out is on the back, the number of noticed layoffs was 288 and the actual layoff numbers are down to fewer than 80.

What is not shown in this chart is all the hard work on the part of many. At the last BOD I said we were at war. The battle is to save as many jobs as possible and preserve the dignity and our rights in the workplace against the ultimate assault on any worker—the negation of all the sweat investment he or she made in the CSU referred to as “a layoff.” We have been engaged in that struggle the last three months and have done what Lois called “layoffs to lemonade,” doing the best we can to salvage a bad situation. Since our last meeting there have been over 20 days of layoff bargaining, not to mention additional phone conferences, meet and confer meetings, a two-day training for the Bargaining Team, and the Compensation LMC work. We have made six mitigation agreements: Humboldt, Fresno, East Bay, San Jose, Sacramento, and Bakersfield. We are bargaining at Pomona on July 20-21 and trying to schedule the chancellor’s office. Lois sent me a nice wrap up of the layoff bargaining we have been engaged in, including the three stages, the mitigations reached, a listing of violations involved in the layoffs, and a list of dubious awards for the most outrageous acts on the part of the various local HR departments or the chancellor’s office.

Three general stages to layoff bargaining:

- Gather and analyze information; frame campaign message (carry out strategy, e.g. rallies and targeted e-mail campaigns)
- Initiate bargaining (schedule and travel); file grievances/ULPs to drive management to the table
- Get general agreement as you dig down for detail on behalf of each individual; work on individual solutions (at the table and through grievances)

Layoff mitigations achieved:

- Rescission of layoffs

- Extensions on time (both individuals and groups)
- Grievable workload and performance appraisal language
- Seniority as a factor for early return from VWTRPs
- Extension of fee waiver to dependents of laid off workers
- Enforcement of first right of refusal for print shop work before it goes off campus
- Right to perform temporary work and remain on recall list
- Various accommodations to expand access to Job Clearinghouse
- ATO for new job search
- Protection for approved vacation schedules of reassigned employees
- Protection for grievance timelines due to information request fulfillment delays
- Time base reduction choice in lieu of layoff
- Time extended to allow temporary/probationary employees to achieve permanent status and retain reemployment rights
- Training assignments
- Summer assignments that would have gone to contractors or temp pools
- Assignments to other positions to make up for time base reductions

Identified violations:

- Failure to provide requested information
- Employees not laid off in order of seniority
- Seniority points calculated incorrectly (not counting time in abolished classes or in classes/skill levels of equal or higher rank)
- “Time base” layoffs of senior employees
- Lack of work layoffs disguised as lack of funds
- Displacement by outside contractors, student assistants, MPPs, and faculty
- Misuse of “specialized skills” exemptions
- Health and safety concerns for remaining employees created by layoffs
- Failure to notice temporary employees
- Failure to place laid off employees in vacancies (24.22)
- Not implementing voluntary programs
- “Gerrymandering” of layoffs to pick off persons in isolated classes
- Reclassifications done prior to layoff to insulate preferred employees
- Targeting of disabled employees
- Laid off worker working in wrong classification; should be reclassified to higher classification not in layoff

Dubious layoff awards:

- Most outrageous action affecting a single employee (Fresno, the chancellor's office)
- Worst excuse for bargaining (James Czaja, leading the chancellor's office and East Bay bargaining)
- Most insensitive action (the East Bay layoff meetings)
- Best joke line (the President's daughter at Bakersfield)
- Worst supporting actor (Jim Cimino, East Bay)
- Worst conceived layoffs (Humboldt's initial letters)

I am prone sometimes to pick up a catch phrase and repeat it in my travels to campuses around the state. My latest is "there is no such thing as an army of one or a union of one." This report isn't about me but more about all those doing the heavy lifting on the home front, the chapter leaders from East Bay, the chancellor's office, Humboldt, San Jose, Maritime, Fresno, Bakersfield, Sacramento, and the latest member of the club, Pomona. We have to recognize the sacrifices of the Bargaining Team, the extra effort of the Organizing Committee and their extended family of Sandee Noda and Mike Geck, with the (behind the scenes) support staff of Dayna, John, Malia, Sherri, and the field staff (special mention to Jerri McIntyre at East Bay) directed by Field Marshall Phillip. Finally, I am in awe at the dedication, knowledge, and plain old elbow grease of Lois, Teven, and Pat. I could face anything with these three in my corner.

I wish I had the magic formula that would want every fee payer to become a member and every member to engage in our struggle. With our full-contract bargaining on the horizon and the present state budget and retirement security battles, there is much work to do. We just need to say over and over that getting involved can and will make a difference. I have no doubt that we will continue to be the fabulous organization we have been in the last few months of crisis. We all should be proud. Thanks for your support. I love you all.

Peace.

POLICY FILE COMMITTEE RECOMMENDED CHANGES:

The Policy File Committee presented the following changes. Discussion ensued and the following motions were made:

CSUEUBOD 76/10/2	MOTION: CSUEU Policy File second by Christine Thomas - that the BOD adopt the amendments to Bylaws Article 3, Section 3.9: Member Discipline as presented. (with Andrew's friendly amendment.)
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PASSED

CSUEUBOD 77/10/2	MOTION: CSUEU Policy File second by Christine Thomas - that the BOD adopt the amendments to Bylaws Article 5, Section 5.6: Eligibility for Office as presented.
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PASSED

CSUEUBOD 78/10/2 **MOTION:** CSUEU Policy File second by Christine Thomas - that the BOD adopt the amendments to Division 4: 401.01 Meetings as presented.

PASSED

CSUEUBOD 79/10/2 **MOTION:** CSUEU Policy File second by Christine Thomas - that the BOD adopt the amendments to Division 5: 509.00 Processing of Expense Claims as presented.

PASSED

CSUEUBOD 80/10/2 **MOTION:** CSUEU Policy File second by Christine Thomas - that the BOD adopt the amendments to Division 6: 607.00 Disciplinary Actions & 608.00 Grievance Process as presented.

PASSED

CSUEUBOD 81/10/2 **MOTION:** CSUEU Policy File second by Christine Thomas - that the BOD adopt the amendments to Division 9: 906.00 Stewards as presented.

PASSED

CSUEUBOD 82/10/2

MOTION: CSUEU Policy File second by Christine Thomas - that the BOD adopt the amendments to Division 11: 1105.00 CSUEU Webpage as presented.

PASSED

CSUEUBOD 83/10/2

MOTION: CSUEU Policy File second by Christine Thomas - that the BOD adopt the amendments to Division 1: 102.00 Policy as presented.

PASSED

CSUEUBOD 84/10/2

MOTION: CSUEU Policy File second by Christine Thomas - that the BOD adopt the amendments to Division 12: Committees as presented.

PASSED (passed with only dealing with vice chair issue)

❖ *End of Day 1 for CSUEU BOD Meeting* ❖

❖ Sunday – June 27, 2010 ❖

CSUEU's 2nd Board of Directors meeting of 2010 resumed at 10:13 a.m. in the Crystal Ballroom on Sunday – June 27, 2010.

Organizing 101/Stop the Cuts Presentation – 10 a.m. – 5 minute primer on “what is organizing” – Joseph Dobzynski and Mike Geck gave a 5 minute primer on “what is organizing”.

1. Finance Committee:

Since the March 2010 BOD meeting the Finance Committee met on April 25; June 4; and June 25, 2010.

May 2010 Financials

The current financials show a net surplus of \$120,086; projecting a loss of \$423,216; and a budgeted deficit of \$931,375. Should CSUEU get the rebate from SEIU International as proposed for this and the next two years, this should be a break even year.

Our current financials reflect an eight (8) month reserve. We have received the six (6) month rebate back from SEIU International for \$470,968 earlier this month. There are currently no areas of concern with regard to our budget. Thanks to Accounting as the Travel line item has been broken down further even though under new system we cannot break out the staff travel versus member travel. Attached please find a listing of codes that accounting will begin using to further define standing committee travel and union leave so we can track expenses. The only item that has gone over budget is Postage due to the mailing of Hudson notices as well as the recent law suit settlement mailing of letters and \$1 to over 10,000 fair share fee payers from 1999-2000.

The new Accounting Software went live on January 1, 2010 and a new update was received in May for the online expense claim section which did not reflect any of our recommended changes so we are waiting for the next update scheduled for August and if not, we will have to pay for a customization as the page in it's current format does not suit our needs as well as the other CSEA Affiliates.

2009 FINANCIAL AUDIT

CSUEU 2009 Audit was clean with no material weaknesses, we got highest rating possible. There was only one recommendation for Chapter Accounting which was to ensure that all support documents are obtained and filed appropriately for Travel Advances as well as Chapter Meetings. This is good considering we have 24 Chapters. Our audit was completed in record time this year and it is due to all our Chapters being in Central Accounting and also because Tammy has been keeping us all on the straight and narrow with regards to expenditures and documentation. Chapter Presidents and Treasurers are to be commended and keep up the good work!

HUDSON NOTICE 2010-11

	2010	2009	Difference
Fee Payer Rate	99.7%	99.1%	+ .6%
Fee Objector Rate	70.4%	60.69%	+ 9.71%

The increases in both fee payer and fee objector (200) will mean an increase in income for CSUEU this year ~\$12K.

Outstanding Travel Advances

Lee King was able to print a list that the Committee can work from to notify those members who are delinquent in submitting their claims. The only thing is under new system the list does not include the addresses or the actual event for which the advance was requested. A simple form letter will be drafted and sent out to those members who have outstanding advances of 61 days or older. Currently, we have \$54,184 in outstanding travel claims and this includes our staff as well.

The VP of Finance will continue to work closely with CSUEU office staff and CSEA Central Accounting staff in monitoring the "No Advance List" when processing travel advance requests. The Finance Committee members are available to and assist members with filling out travel claim forms to clear their advances.

Board of Directors Online Registration-<http://www.csueuguardian.org>

Members need to be reminded that in addition to registering for events on Guardian, you also need to use Guardian to make any changes to arrival time or date so that Dayna can be notified and make the necessary adjustments. There were several non Board members who arrived for this Meeting who did not register so there were no room reservations made for them and the hotel is booked solid this weekend. They were able to get accommodations with another member, but please make sure everyone in your Chapter who is attending as a committee or at large member registers on Guardian.

SWABIZ & DIRECT BILLING FOR HOTEL

Dayna gave the committee a brief report and everything seems to be working fine. The Committee did notice that there was a member or two who waited until days before the meeting to book a flight which added to cost so please try to book your flights early which is why this service was provided. We will continue to monitor usage and report back to Board at the next meeting. We know that this service has been great for the Bargaining Team members as they have to travel sometimes at a moments notice so this service has been a tremendous benefit in that respect. Direct billing seems to be working out okay, just a reminder that any changes in check-in especially need to be noted on Guardian in a timely fashion (48-72 hours before event) so Dayna can adjust accordingly otherwise you may not have a room if you decide to check in at later date than indicated on your registration.

The VP for Finance would like to acknowledge Andrew Coile and Dayna Ramos once again for all their hard work in making fine tuning and monitoring this process for our members. Andrew has agreed to expand the use of Guardian to Committee Meetings so Chairs can schedule their meetings on Guardian. We will revisit the expansion of the direct billing for Committee meetings at that time as this will make the process easier for Dayna to track so stay tuned.

Chapter Budgets/Forfeitures

I am happy to report that there are no Chapters in forfeiture status at this time. All Chapters have submitted their budgets for 2010 and I want to acknowledge Kathleen Hidalgo who spent a day with Vera & her new Treasurer which facilitated the submission of their budget.

I do want to encourage Chapter leadership to let me know if there are problems with getting monthly financial reports or if request for payment or advance from Chapter Finance is taking longer than the 7-10 day for normal transactions or 72 hours for rush transactions. I cannot address these issues if I am not aware so please let me know. My e-mail address is lsevaaetasi@calcsea.org. However, the door swings both ways and just before this Board meeting I saw e-mail exchanges with regards to rushing advances or changing/increasing amounts after Chapter Finance already sent the check over night as per member request. Rushes need 72 hour advance notice, not same day which is impossible so please plan accordingly. I plan to make a personal visit to Sacramento to investigate some of the issues that keep coming to my attention regarding reports, payments, and other issues.

Chapter Finances

This is just a reminder that we are nearing the end of the second quarter for 2010 so please make sure you submit reports related to any petty cash accounts you have for your Chapter by the July 20th deadline to Tammy Pittman, tpittman@calcsea.org.

Organizing Grants

\$10,000 was allocated in 2008 for organizing grants. The Finance Committee has not yet received a report of how this money was allocated and the outcomes.

Chapter Grant Requests

The Chapter Grant Fund is funded solely by chapter forfeitures.

Since our last meeting the following chapter requested a grant:

Chapter	Purpose of Grant	Disposition
313	Joint Steward Training with Chapter 314 in June	Approved \$500

The Finance Committee would like to remind Chapters that grant requests are to be submitted to VP for Finance at least one month prior to the anticipated event/activity, not several days before or even a week before the event. This is stated on the Grant Request form as it takes time for the Committee to review and if more information is needed, there is no way it can be approved in a few days time because then Accounting will need time to process the transaction as well. Secondly, there are Statewide activities including Board Meetings that Chapters need to plan ahead if they want to fund a person or persons to attend these events and include this in their budget for the year. Lastly, if you submit a request and it is denied but you want to then apply for another event or other, you need to resubmit your grant request with the new information for the new request.

2010-2012 Budget

The Finance Committee feels it is important that we test the reporting under new system in addition to research Committee is doing on the prior year (2009) for the current year. The Committee does not have any recommendations for changes to the 2010 budget at this time. The following may affect our budget so stay tuned.

1. SEIU Unity fund rebate for 2009-2012. We have received the 6 month rebate for 2009 and need to work with SEIU on finalizing the remaining 3 year rebate. Chief of Staff following up on this item.
2. CSEA-SEIU retirement merger is a done deal. CSEA will owe SEIU 10.3 million amortized over 12 years at 8% which CSUEU portion is about 21-22% and we budgeted for 40% we may realize some savings but need to wait until finalized. The Retirees are proposing that the Affiliates agree to pay a portion of what is still owed after liquidating CSEA's to reduce the loan amount so as to avoid having to pay 8% interest over 12 years. I will keep the Board posted.
3. Unionware/Jeeves problem. The Project Managers for this project are gathering info from Affiliates before putting out an RFP so please make sure if you were contacted for input that you do so or forever hold your peace—they need your input NOW so they have all our wish lists on hand to create the best system to meet all if not most of our needs. Our member database is important because it is how we get our revenue so that we can operate. The second stage of process will cost more and good thing is Local 1000 is on board and willing to pay the larger share of costs. The RFP stage will mean extra cost and Affiliates have to agree on payment terms for this project.

4. Regional Meetings. We already had two (2) Southern California Regional Meetings and one (1) Northern California Regional Meeting. CSUEU has paid for the food for all three meetings. The Chief of Staff will create a code for this so we can track expenses but the details are still in works and hope to be codified after the second (2) Northern California Regional Meeting. These meetings were not part of 2010 budget so we need to monitor carefully going forward.
5. STOP THE CUTS/GET OUT THE VOTE/FULL CONTRACT BARGAINING CAMPAIGNS Finance Committee will work with Organizing/Legislative/Representation Committees on costing out these important campaigns. Will ask Chief of Staff to create code for these expenditures as most will be coming out of Unity fund rebate; PAC/CMAC. The Finance Committee members assigned are Lori Williams (Organizing); Marilyn McGuire (Legislative); and Joann Dapiran (Representation).

These are a few things that will affect our budget going forward and all the more reason why getting the rebate from SEIU is important to protect the cushion we have going forward as an organization and to help us as we fight to protect our jobs and rights under our contract.

Dues Structure

The dues reduction will end June 30, 2010 and Chief of Staff, Phillip Coonley will work with Membership to make sure the conversion back to regular dues deduction is implemented and reflected in August 1 (July 2010) pay warrants. The projected loss in revenue for January – June 2010 is a little over \$300k.

Political Action Fund (PAC)

Attorneys completed the filing to form the CSUEU PAC in June 2009. Philip Coonley also advised CSEA to start diverting CSUEU CMAC contributions to the CSUEU PAC. The latest report on current balance of that account is being distributed for your review. Finance Committee had an opportunity to meet briefly with the Legislative Committee to discuss creating a card for those who contribute to CMAC so they can elect to divert all of their contributions to the CSUEU PAC and also to recruit new donations to the PAC. During the CSEA Board Meeting in January, it was reported that CSUEU is currently the only Affiliate still contributing to CMAC because only those contributions over the maximum allowed for CMAC are being diverted to the CSUEU PAC. We are happy to announce that a CSUEU card is going to be created using the ACSS application as the model. Sherry Golden and John Watson are still working on the card/application as well as an opt out (of CMAC) and opt into (CSUEU PAC) card for those members already contributing.

Committee Budgets for 2010

As per Policy File, Committees are supposed to submit a list of activities to Finance Committee each year. After reviewing the list of activities in January, the Finance Committee agreed that more information was needed in order to create an accurate budget for each committee. Past practice has been that each Committee was given \$5000 for meetings outside of regular Board Meetings. The Committee felt that \$5000 is probably not enough especially after reviewing some of the activities submitted by each Committee. This does not mean however, that all committee activities will be funded.

Now that we have created codes for each Committee, we will just track expenses and report back to Board hopefully at the November meeting if not before so stay tuned. Executive Officers(70); Classifications (71); Communications (72); Representation (73); Organizing (74); Legislative (63); Fiscal/Finance (64); Women's Conference (21); Lobby Day(22). These codes need to be reflected on your travel advances and Expense claims when attending meetings or bargaining.

The members of the Finance Committee are Lori Williams (lwilliam@calpoly.edu) assigned to Organizing Committee; Sherrie Velthuysen (velthuys@mail.sdsu.edu) assigned to Policy File Committee; Shirley Staton (sstaton@csufresno.edu) assigned to Classification Committee; Jo Ann Dapiran (joann.dapiran@sonoma.edu) assigned to Representation Committee; Kathleen Hidalgo (khidalgo@csustan.edu) assigned to Communications Committee; Marilyn McGuire (mmcguire@calstate.edu) assigned to the Legislative Committee and Loretta Seva'aetasi (lseva'aetasi@calcsea.org) assigned to Executive Officer Committee.

Treasurer's Training

If you have a new Treasurer, please let me know so we can either schedule a training or have a Committee member come out to do a one-on-one training.

Respectfully submitted by Loretta Seva'aetasi, VP for Finance

CSUEUBOD 85/10/2

MOTION: Loretta Sevaaetasi second by Russell Kilday-Hicks - that the CSUEU BOD accepts the Finance Committee reports as presented.

PASSED

2. Policy File Committee:

First of all, I would like to thank the members of the committee, Joan Kennedy, Steve Mottaz, Richard Duarte, and Kathryn Plunkett for all of their hard work and staff, Nancy Yamada and Malia Plummer for their assistance.

The committee would like to encourage those chapters who have not finished updating their chapter bylaws to do so. About a third of the chapters have filed revised bylaws. When you finish your revisions, please send a copy to Malia at headquarters. Also, please send a copy to the chair of the Policy File Committee and the Vice-President for Organizing.

The committee met in Sacramento in April 28 and 29. Motions were prepared on Bylaws changes to member discipline and adding campus organizing chairs to the electorate for statewide officers. Proposed

changes to the policy included updating the CSUEU website online calendar, changes to the disciplinary and grievance process, changes to steward status, changes to the CSUEU website. The motions were presented to the board on June 26.

We are currently reviewing language on the following items:

1. Policy File Division 8 regarding union leave, release time and lost time;
2. Working jointly with the Legislative Committee and Finance Committee to determine what new language will be necessary regarding our PAC;
3. Reviewing the grievance and disciplinary process.

In our June 25th meeting, the committee prepared motions which will be presented by incoming committee chair, Steve Mottaz.

Respectfully submitted,

Christine Thomas, Chair
Policy File Committee

CSUEUBOD 86/10/2 **MOTION:** Steve Mottaz second by Andrew Coile - that the CSUEU BOD accepts the Policy Committee reports as presented.

PASSED

3. Classification Committee:

Attendees: Nancy Kobata; Jerry Saner; Pam Robertson, Sharon Cunningham; Dawn McCulley; Alisandra Brewer; Rocky Sanchez; Teven Laxer; Russell Kilday Hicks

Minutes

Agenda item: LMC Update **Presenter:** Teven Laxer

Discussion: The LMC on compensation has a draft report that is not yet ready to be sent out, but hopefully the conclusions and impacts to each campus has yet to be determined. Hopefully, each campus will take the suggestions and recommendations provided in this report and begin implementation and we need to be ready to roll out and discuss on the campus level.

Conclusions: We will need to be ready to discuss implementations on campuses.

Action items	Person	Deadline
✓ Report to be given to all committee members.	Teven	ASAP

Agenda item: Layoffs/classifications/job merging **Presenter:** Nancy, Jerry

Discussion: Being properly classified is absolutely crucial when a campus enters into layoff mode, and all chapters should be reminding employees that they need to be checking their job duties against the classification standards.

Conclusions: Employees need to be made aware of the potential challenges when a campus enters layoff regarding their classifications and it is crucial to keep them up to date.

Action items	Person	Deadline
✓ Continue and roll out Classification/writing position description workshops	Committee	Ongoing

Agenda item:	Data from CSU Stanislaus re: pay vs.	Presenter:	Dawn
Discussion:	Dawn presented some data that Rick Dietz assisted with compiling from the PIMS list, which showed current salary vs. time in classification.		

Conclusions: Some employees are being hired at the top of a range, where the current employees are at the bottom of the range even after many years of service.

Action items	Person	Deadline
✓ Contact those employees and file for IRP based on	Dawn	
✓ Other chapters would like to examine the same type of	All	

Agenda item:	Settlement on working out of class	Presenter:	Jacqueline Otis
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Discussion:

Jacqueline shared the 17.9 grievance filed in Fullerton where the employee had been working out of class since being hired, and actually had been incorrectly classified according to her position description.

Conclusions:

Jacqueline achieved a significant victory by obtaining 5 years back pay for this employee.

Action items

Person

Deadline

✓ None

CSUEUBOD 87/10/2

MOTION: Frank Borrelli second by Vera Acevedo - that the CSUEU BOD accepts the Classification Committee reports as presented.

PASSED

4. Communication Committee:

Committee members: Ray Finnell, chair; Leeanne Bowes, Joseph Dobzynski (on leave of absence), Annel Martin, Donna Melendez, Jessica Post, Steve Sloan, John Watson, staff

The committee has recently published its second issue of *University Employee*, which addressed layoffs and the state budget primarily. Due to the complexity and importance of those topics, we expanded the normal four-page format to six pages, and to save printing costs the type of paper used was changed. Plans for the Fall issue include articles on the November election with candidate endorsements and recommendations, a preview of contract negotiations, and what we hope will be retrospective views of layoffs and the state budget. A feature piece on the Organizing Committee will also take a prominent position. Pat's message, Russell Kilday-Hicks' opinion piece, reports on committee and bargaining unit council activities will be continued and we will be introducing a new regular item, a profile piece on a grassroots member. The target date for arrival in peoples' mailboxes is October 15.

Ongoing business items have included further exploration of a secure chat program, on which we're working with Rich McGee, Andrew Coile, Dave Samuel and his staff at CSEA IT, and John Watson.

The proposal for developing a Facebook page has encountered concerns about security and maintenance, which we are trying to work out and for which we anticipate resolution soon.

Another concern regarding permissions on all electronic communications media has arisen recently, and Phillip Coonley and John will be working on granting redundant permissions to more than one individual on all CSUEU-operated media.

We have agreed on the framework for a communications best practices handbook that is intended to be applicable throughout the organization. A final draft for this body's approval should be ready for the next Board of Directors meeting.

Also in progress is a revised Terms of Use agreement for the Activist website. We determined that passwords should be renewed every 12 months with a mandatory acceptance of the Terms or Use. Included in this will be the policy for handling posts that could do damage to the organization.

As Phillip reported, a new page for chapter presidents to register officer changes is now at the Activist site.

We are also recommending that the member change of address form on the website emphasize the importance of updating phone numbers.

We will be developing a template for chapter bulletin boards soon and distributing it to chapter presidents.

Participation in the monthly teleconferences for communications liaisons is in need of improvement. Chapter presidents, please arrange to participate, have your communications people participate, or appoint designees to participate. John has worked hard to get this program going and to make the calls worthwhile, for which I deeply thank him. Some highly important information and concepts come out of each meeting, and participating can only enhance your chapter's effectiveness. JD suggested "Help Wanted" ads in E-News, and a new checkbox on the commitment cards.

John reports that visits to the website spike on the Fridays and Mondays following E-News, attesting to the effectiveness of the E-News program.

He also reports that the website has been visited in excess of 100,000 times in the past year.

The committee on the Future is on hiatus currently and due to that, I'm requesting that Communications be charged with solidification of the corporate logo. We are working on developing graphics standards for the logo already. An attached idea is to come up with a motto that would be incorporated into the logo to explain our mission in two or three words.

Finally, we are dealing with planning to update the main website, since the framework template software has been rendered obsolete and there are serious concerns about ADA compliance. Phillip has agreed to have John proceed with gathering the data needed for a comprehensive evaluation of the site and a cost projection for renovating it. I hope to have concrete facts about the project to report at the next Board of Directors meeting.

CSUEUBOD 88/10/2 **MOTION:** Jessica Post second by Frank Borrelli - that the CSUEU BOD accepts the Communications Committee reports as presented.

PASSED

5. Representation Committee:

The Representation Committee met on Friday, June 25, at the Grand Sierra Reno in Nevada.

Members in attendance: Russell Kilday-Hicks (VP rep, chair), Tessy Reese (BU 2 chair), Pam Robertson (BU 2 vice chair), Sharon Cunningham (BU 5 chair), Rick Berry (BU 5 vice chair), Mike Brandt (BU 7 chair), John Orr (BU 2 vice chair), Rich McGee (BU 9 chair), Alisandra Brewer (BU 9 vice chair), Lois Kugelmass (SLRR, staff assigned), Pat Gantt (president)

Members absent: none

Guests: Denise Garcia, Jacqueline Otis, and Jerry Saner

The committee reviewed the following cases for arbitration:

<i>Case no.</i>	<i>Campus</i>	<i>Action taken</i>
1. R00-2008-142	San Marcos	Arbitrate
2. 002-2010-094	East Bay	Arbitrate
3. R09-2009-487	San Bernardino	Table

Other: Despite the overwhelming challenge of the layoffs, I have tried to keep our representation program from total neglect. The Rep Com convened in May, the report for that can be found on the Activist website, as well as my (almost) monthly reports and all kinds of other resources I try to make available.

Steward training: Channel Islands in April, DH/CO chapters and Northridge in June. The Monterey training did not come together but there should be one in the north in September, possibly at SFSU. Also, Humboldt is trying to get a group together on their campus. I was told there is increased interest after the work the layoff bargaining team did there. We continue to make improvements to the program content. I have a team (myself, Alisandra, Rich, Andrew, and Tessy) working to create an initial online component for our training. This online introduction to the union can act both as member education and a directional filter to send volunteers either to activism or stewardship. We have invited Joseph from organizing to have input as well.

Here is the current list of chapter officers in need of certification: 302's treasurer, 305's BU5 rep, 312's BU7 and BU9 reps, 314's secretary, 317's BU2 rep, and 321's secretary. (Note: The BOD voted to certify the two officers of Chapter 308 whose tests were lost.) I will continue to monitor this and let you know, so you can let these people know, of upcoming trainings. Although this class of people do get statewide funding, we need to be frugal and send them to a local training if available.

Charts: I also have a few charts to share. I created a "Chapter stewards as a percentage of members" chart. This can be used to compare progress, set goals, etc. It includes a column on how many stewards on your campus are actually taking cases. Please send me the information I need to fill in this column. If I were to guess it might show that on each campus it doesn't matter how many total stewards you have there is a small number of people you can call on. This may say something about our representation programs that we should address if we want a bigger pool to draw from to avoid burnout of a small, core group.

There is second chart that Teven created comparing the temporary, probationary, and permanent numbers on each campus. A large group of temporary and probationary employees could be a buffer against permanent employees facing layoffs. At SF State for example, the grants and contracts "temporary" funding of many programs means they have literally hundreds of long-term

temporary employees in common classifications. If they declared layoffs in relevant classifications then these temps would have to go first per Article 24. The university would like to avoid this as much as possible because if they really were positions that lose funding often they would have to find positions for those permanent employees or be in perpetual layoff mode. It could get messy.

Conclusion: We have made lots of improvements but there is still much to be done. I would like to create some sort of policy and guidebook for hosting steward training and understanding certification ins and outs. (Who knows when I will have the time but I will try.) The layoff visits to chapters have shown one thing: there are many rights still being abused out there. I tell our new stewards two things: 1) this is a great time to be involved in your union despite our many challenges, and 2) I tell them the story of my nine year old not wanting to brush his teeth at night because he is too tired. This is where I say to him, “Only brush the teeth you want to keep.” It’s the same for our contract. We should only enforce the rights we want to keep.

Thanks for your support.

CSUEUBOD 89/10/2 MOTION: Andrew Coile second by Jessica Post - that the CSUEU BOD suspend the rules and approve Chapter 308’s certification of their stewards whose tests went missing.

PASSED (25 yes – 5 no)

CSUEUBOD 90/10/2 MOTION: Ray Finnell second by Joan Kennedy- that the CSUEU BOD accepts the Representation Committee reports as presented.

PASSED

6. Organizing Committee:

Overview

The Organizing Committee has been extremely busy and productive over the last three months, despite a number of logistical challenges. The committee has now been reduced to four active members, and recommendations for appointees are welcome, specifically in the northern part of the state. The committee recommends that Sandee Noda, San Francisco, is appointed to the committee in recognition for her hard work in supporting the campuses in layoff in the northern part of the state. Additionally, the committee identified Joseph Dobzynski, Jr. to serve as “acting chair” for the committee to continue to support the chapters.

Stop The Cuts Campaign

The Organizing Committee was charged by the Board of Directors in March to begin working on a response plan for the chapters who will face layoff. A series of joint committee meetings with the Bargaining Team was held in April to produce the Stop the Cuts Campaign Plan, which was approved by the Board of Directors for implementation within our organization. The information and guidance of the State Budget Task Force was instrumental in laying the groundwork for this plan. The joint committee developed a campaign commitment card, which has been distributed to the chapters to collect volunteers for the coming year.

Two tracking mechanisms will be developed and distributed to the chapters to track the effectiveness of this campaign. The commitment card spreadsheet will allow chapters to track their commitment cards for campaign activities. This pool of activists can continue to be called upon beyond the current plan. A chapter analysis spreadsheet will track which elements of the Stop the Cuts Campaign Plan were performed by each chapter. This information will be used to analyze how the Organizing Committee can continue to increase the level of organizing at every chapter.

The committee recommends that a joint meeting between the Organizing Committee and the CSUEU Staff takes place to help strike the right balance between member engagement and staff involvement. The focus would be on the current Stop the Cuts Campaign Plan, but the feedback could be applied to all future campaign plans as well.

Layoff Support

The primary focus of the Organizing Committee has been on supporting chapters who are facing layoffs. Each chapter was supported in a way that best reflected the bargaining needs and the chapter culture. Our guiding principle when supporting any chapter is to defer to the chapter president before any action is taken.

San Jose State University

The committee participated in two rallies at San Jose State University, the first after the layoffs were issued, the second in support of layoff bargaining. Both experiences were used to develop our first recipe for holding a rally at a campus, which included a sheet of rally chants, a checklist for holding a rally and other tools to ensure that all chapters would have the necessary guidance.

CSU Sacramento

The Organizing Committee was represented during layoff bargaining at CSU Sacramento, where the focus on activating the chapter was on charting/mapping. This effort was used to develop our second recipe for charting and mapping the campuses, including a presentation by Joseph Dobzynski, Jr. and Mike Geck to the stewards and volunteers to get started at CSU Sacramento.

California Maritime Academy

We developed and implemented an email campaign at CMA during their layoff bargaining.

Cal Poly Pomona

Brenda Brown has been working with Pomona to respond to the layoff notices. An organizing plan was developed by Brenda that orchestrates the actions from the day layoffs hit up until layoff bargaining, which is scheduled for July 20th and 21st. Joseph contacted Deborah the day the layoff notice was issued and the committee will seek to meet with Deborah and the other representatives at the Board of Directors Meeting.

Office of the Chancellor

Joseph contacted Joyce the day the second layoff notice was issued. A meeting will be scheduled with the chapter to explore the next actions to take to support the bargaining process.

CSU East Bay

We were joined in our committee meeting by Marie De La Cruz, who suggested that the Organizing Committee should attend a soon to be planned All Union Meeting at the chapter. The planning may include a campus rally to continue the fight against a campus that has treated their employees horribly throughout the bargaining process.

The Activist Cookbook

One major milestone from this effort was to develop The Activist Cookbook. This wiki has been used to collect all the previous organizing efforts and to provide guidance for all chapters to organize. As more material is developed, it is entered into the wiki and communicated to the Board of Directors, the Organizing Committee and the Organizing Chairs throughout the state. This essential tool will be the basis for developing a CSUEU Organizing Handbook, which could in turn be used to train organizers, along with stewards, throughout the Union. Additionally, a new blog called “From the Trenches” was created to provide semi-regular updates on how the Organizing Committee is supporting the organization.

Southern Regional Meeting

The Organizing Committee also presented at the Southern Regional Meeting on Organizing 101 and to provide an overview of the Stop the Cuts Campaign Plan as it relates to a general organizing structure. This presentation was favorably received and was presented today to the Board of Directors to better educate our organization on the changing nature of organizing for a healthy and effective Union. The committee is continuing to explore ways to better support the organization.

First Responders Team

A critical element that has been missing throughout the past three months is a first responder's team for any campus going through layoff. With input from Nancy Kobata, the committee came up with the following framework for any chapter moving through the layoff process.

Layoffs Issued

- 1) Brenda will contact the LRR for the chapter to get a needs assessment for supporting the chapter throughout the layoff bargaining process.
- 2) Joseph will contact the Chapter President and Organizing Chair to schedule a meeting to review their organizing needs and request release time if necessary.
- 3) A Chapter President who has already gone through the layoff process will contact the affected Chapter President to schedule a meeting to counsel the chapter on what to expect as the chapter moves through the layoff process. Release time will be requested as necessary

One Week Later

The Affected Chapter President will meet with another chapter president who has gone through the layoff process. This meeting may include the entire chapter executive board so the process can be reviewed and tasks assigned to support the layoff bargaining.

Two Weeks Later

Two members of the Organizing Committee, one "veteran" from the current layoff bargaining and one other member, will meet with the Chapter Organizing Chair and the Chapter President to assess the organizing needs at the chapter and propose plans of action for the chapter. The Chapter will have the first and last say on what actions should be taken.

Concerns/Needs

The above process will require release time, funding for travel and an increase in the current membership of the Organizing Committee to effectively support the chapters. The committee is unsure how to secure these resources to support campuses going through layoff.

Chapter Support

The Organizing Committee was asked by CSU Long Beach to present the Organizing 101 presentation to the campus stewards by Richard Duarte (Vice-President, Chief Steward). We are working with Peggy O'Neal-Rosales (President) and Richard to schedule a time to meet and work with the campus stewards.

Regional Training

The Organizing Committee began exploring a training program for developing organizers at every campus. The committee believes that activists at every chapter should be able to choose one or more paths for involvement. The training would eventually evolve into a training program similar to the steward training program, but focused on organizing tools (e.g. charting/mapping); building monitor/marshal training; and event planning/support (e.g. rallies, meetings, actions). The committee believes this training is essential and the most effective way to perform this training would be a single session in the North and South. Concerns for funding and support were identified, but not clarified as the planning process has just begun.

Chapter Buddy System

A chapter buddy system was explored at the June Southern Regional Meeting. The concept would group chapters together based upon the local regions to provide a breadth of support among the chapters. This system would help us increase Union visibility at the chapter and in the media; generate collaboration for organizing tasks; increase solidarity among the chapters; provide “localized” support for events, including bussing and carpooling; and to support regional actions such as precinct walking, election campaigning, and other events. Meetings between the grouped campuses would take place as breakout sessions at the Regional Meetings and regular communication among the group’s campuses is encouraged.

The chapters in attendance at the Southern Regional meeting determined the following groupings:

- Group 1 - San Luis Obispo, Bakersfield
- Group 2 - Northridge, Channel Islands
- Group 3 - Dominguez Hills, Long Beach, Office of the Chancellor
- Group 4 - Los Angeles, Pomona, San Bernardino
- Group 5 - Fullerton, San Marcos, San Diego

The Organizing Committee recommends that this concept is explored during a Northern Regional meeting to create a similar structure.

General Election Organizing

The Organizing Committee began exploring how to develop a campaign around the upcoming November elections.

Campaign Plan

A joint meeting between the Legislative Committee and the Organizing Committee should be scheduled to develop a campaign plan for presentation to the Board of Directors. This meeting should occur no later than early August for an effective campaign. The campaign would include building solidarity at the chapters among all the Unions; potential coordination with the California Labor Federation for precinct walking and other get out the vote efforts; continuing the call banking as performed for the Laird campaign; and coordination with the CSU Labor Council.

Coordinated Election Rallies

The committee began exploring the concept of an election rally at every chapter on the same

day, similar to the incredibly successful March 4th Day to Defend Education. These coordinated election rallies should take place prior to the absentee ballots arriving to provide timely information for key votes. The election rallies should pull from student clubs and organizations, regional groups with affinities to the labor movement, and ideally local legislators to come and speak. Voter Registration tables are a must.

Messaging

The committee also explored the messaging for the campaign as it would influence member engagement. The committee recommends that talking points are developed by the Legislative Committee and the Communications Committee for the chapters to use for this effort, and further suggest that the talking points are focused on voting for the members' best interest and do not include broad-based statements based upon political parties or ideologies. These recommendations can be further explored during the campaign plan development.

Future Goals

- Future goals for the Organizing Committee include:
- Continuing to support chapters going through layoff based upon their chapter climate.
- Continuing to track the effectiveness of the Stop the Cuts Campaign Plan and to track participation in support of the SEIU Unity Fund Rebate.
- Interviewing chapters who have gone through layoff to understand the complexities of the layoff process at a chapter level and to identify statewide and regional support for future layoffs.
- Working with chapters to chart/map their represented employees to identify activists who can help the Union. This will develop "depth" at the chapters.
- Exploring the concept of a chapter buddy system based upon geographic locations. This will develop "breadth" among the chapters.
- Working with the Communications Committee to prepare a spotlight on the Organizing Committee for the upcoming *University Employee* in October.
- Working with the Legislative Committee to prepare an organizing plan for the November Elections, including a coordinated election rally at all campuses, reaching out to students and other unions to build solidarity, and possibly working with the California Labor Federation to assist in precinct walking and get out the vote efforts.
- Continuing to catalog organizing materials and plans on The Activist Cookbook and developing an organizing handbook for the Union.

Conclusion

Despite the challenges presented for this committee, we are working to move forward with organizing efforts and to support the organization during layoffs and moving into the next big organizing projects - General Elections and Contract Campaigning. We are learning from each action and modifying “how-to” plans as we go. Your feedback is critical so we can serve this organization and achieve our common goals.

Status	#
Awaiting Assignment:	127
Assigned:	22
No Answer - Left Message:	88
No Answer - No Machine:	16
Answered - Supports:	35
Answered - Likely Yes:	4
Answered - Undecided:	5
Answered - Need Follow Up:	7
Bad Number:	64
Total Called:	219
Total in Pool:	368



Chapter	Total	Left
306 East Bay:	1	0
307 San Jose:	26	0
309 Fresno:	1	0
316 San Luis Obispo:	274	149
322 Monterey Bay:	66	0

Person	Calls
Jennifer Adams:	10
Becky Beal:	5
Andrew Coile (322):	100
Phillip Coonley:	5
Christopher Graeber:	5
Michael Hejazi:	5
Joan Kennedy (316):	43
Nancy Kobata (309):	29
Hubert Lloyd:	4
Peggy O'Neil Rosales (315):	7
Brian Young:	5

the legislation from legalese into English. The summaries then go to the webmaster or communications director for posting on the affiliate websites.

Action Item: The Legislative Committee decided that the process should be that the summaries get emailed to Natalia, John, and Andrew, and they get the summaries back with any CSUEU-specific amendments to John Watson by Opening of Business Monday morning, with a copy to the whole Committee. We would try this for a pilot period, and try to collect stats on how much the page is actually

Respectfully submitted,

The Organizing Committee

- Chuck Constantine
- Joseph Dobzynski, Jr.
- Janet Gonzales
- Linda Nuñez

CSUEUBOD 91/10/2 MOTION: Steve Mottaz second by Tessy Reese - that the CSUEU BOD accepts the Organizing Report as presented.

PASSED

7. Legislative Committee:

Due to the excused absence of Chair Natalia Bremer, Vice Chair Andrew Coile ran the committee meeting, wrote and presented the following report to the board.

In attendance: Diana Askea, Diana Balli, Frank Borrelli, John Burdett, Kim Harrington, Andrew Coile
Absent: Mick Bowlin (excused), Natalia Bremer (excused)
Resigned from committee: Wayne Wallace (Chancellor's office)
Call to order, 10:08am

Legislative Page

Presentation by Danny Beagle and John Watson
Currently, CSEA Governmental Affairs prepares a summary of legislative activity each week for the other affiliates. CSUEU can have our own customized version of that page, reflecting the positions adopted by CSUEU in terms of supporting, opposing, or watching legislation. The process is: Sherrie and Dina-Marie prepare the original file of upcoming activity, and send it to Danny. He optimizes the summaries of

used.

Eventually, it would be nice to get to the point where we can have an Email Legislative Updates mailing list, and also have a Legislative tab on the Activist.

Action Item: Prepare an information piece to be used in the E-News, on the front page of the CSUEU.org website, to be authored by Andrew or Natalia with the committee, about why our members need to “Vote in Our Best Interests” on candidates and propositions.

Phone Banking

We did an experiment for the Senate District 15 Special Election Primary with member-to-member (or staff-to-member) phone banking.

We obtained a list of 510 members who live in Senate District 15. A first pass of calling only non-Republican members reduced that number to 368. Board members and staff were asked to make phone calls. The two most affected Chapter Presidents stepped up and did make a lot of phone calls (39% of the total pool). Staff were tasked with making at least five phone calls, and most did so, calling 11% of the total pool. The Committee thanks profusely all Chapter Presidents who made calls.

Another problem identified is that 29% of the phone numbers called were bad numbers, i.e. disconnected, no longer in service, or the member is no longer at that number.

At the moment, we get phone numbers when members first fill out their sign-up cards. However, the CSUEU web site “Change Address” link does not even have a place for members to update their phone numbers. We reached the father of one member who was called, because when he started at CSUMB 14 years ago he was living at home. *Action Item:* The CSUEU website needs to collect phone numbers as well as updated addresses.

There are a number of options for future phone banking. One option is to allow people downloading a block of members to call to select either random, within a specific chapter, or *not* within a specific chapter. *Action Item:* Update phone banking page in Guardian to support the options listed above. It will be up to the Legislative Committee and the Board to decide when and where to do phone banking in the future.

Recommendation to the Board: That CSUEU continue to do phone banking, in the Senate District 15 special election, and for the November General election.

Recommendation to the Board: That when we have phone banking active, that our representation staff make phone calls for a minimum of 30 minutes per day, for five contiguous work days. At an average time of 1.3 minutes/call, that works out to around 195 calls per field rep, times the number of field reps.

Recommendation to the Board: That we investigate using Robo-calls from a Chapter President to the members of a Chapter, to precede the phone banking, to help get the message out.

Upcoming Elections

Recommendation to the Board: That the CSUEU Board-approved endorsements be featured prominently on the CSUEU.org website.

Action Item: That we contact every legislator (Senate and Assembly) to ask if they support the Governor's proposal that we be reduced to minimum wage.

Recommendation to the Board: That we withhold CSUEU's endorsement to any legislator who does not support us on Budget issues and issues related to the CSU Budget (like the minimum wage proposal).

Recommendation to the Board: That we come up with some mechanism for updating the information we have on each member, which could include an "Update Card" included with the Election Term Ratification mailing, using information gathered from Commitment Cards, etc.

Recommendation to the Board: That we only do endorsements (i.e. in terms of committing time, money, and resources) in competitive races.

Recommendation to the Board: That we try working with local media outlets on the Central Coast to try to get a broadcast debate between the four candidates for Senate District 15. Ask campus radio stations KAZU and KCPR to get involved, and TV stations KSBW and KSBY, and possibly ask the Panetta Institute to get involved (non-partisan, located on the CSUMB campus).

Recommendation to the Board: For Senate District 15's Special Election on August 17th, we do:

- An email blast to members
- We do Phone Banking member-to-member and staff-to-member
- We send a letter from Pat to members stating:
 - Get Out The Vote
 - This is about you as an Employee of the CSU
 - Vote Absentee Ballot, or Vote at the Polls
 - CSU Budget
 - Electing people on the Pro-Side of Education
- Robocalls
- Concentrate on member-to-member

If we do these things to our members only, it is not reportable. If we contact Fair-Share Fee-Payers, we need to track the value of these "contributions" as they are reportable to the Fair Political Practices Commission as a campaign contribution.

State Budget

Either successful vote mid-August, or most likely won't have a budget until after the general election in November.

Legislation Update

Assembly:

Support:

AB113, AB220, AB656, AB790, AB1215, AB1436, AB1640, AB1691, AB1699, AB1713, AB1743, AB1765, AB1901, AB1971, AB2058, AB2075, AB2302, AB2340, AB2382, AB2390, AB2397, AB2401, AB2402

Watch:

AB35, AB218, AB1604, AB1659, AB1680, AB1821, AB1856, AB1987, AB2047, AB2260, AB2337

No longer have a position, because dead, inactive, or gutted-and-amended to something different: AB284, AB349, AB440, AB567, AB586, AB615, AB690, AB867, AB879, AB933, AB1031, AB1112, AB1178, AB1222, AB1491, AB1651, AB1764, AB1890, AB1895, AB1913, AB1958, AB2021, AB2086, AB2159, AB2306, AB2318

Senate:

Support:

SB217, SB330, SB650, SB968, SB1217, SB1249, SB1304, SB1460, SB1474

Watch:

SB810, SB956, SB959, SB964, SB969, SB970, SB974, SB991, SB1425

No longer have a position, because dead, inactive, or gutted-and-amended to something different: SB145, SB156, SB195, SB218, SB220, SB227, SB271, SB645, SB835, SB912, SB917, SB919, SB925, SB1180, SB1182, SB1191, SB1193, SB1199

CSUEU Political Action Committee (CPAC)

We have a PAC application ready for printing, with language adapted from ACSS and Retirees and vetted by counsel Nancy Yamada.

Action Item: Check with John Watson to get printing quotes at different quantities, i.e. 5,000, 7,500, and 10,000.

Currently have approximately 2,600 members contributing to CMAC. Need to have those members cancel their contributions to CMAC, and instead contribute to CPAC.

Recommendation to Board: Mail to current CMAC contributors a cover letter, with a form for them to cancel their CMAC contributions and asking them to complete the CPAC contribution form.

Recommendation to Board: Distribute CPAC applications at Chapter meetings and all other CSUEU gatherings (such as proposed Election Rallies in the Fall).

Steve Smith, political consultant and expert on PACs, is meeting with ACSS and Retirees at Manhattan Beach the weekend of 7/24 & 7/25. Possibility of Legislative Committee holding a concurrent meeting to tap some of his expertise about marketing PACs. Sherrie Golden is going to investigate the feasibility of this. It might also be possible to meet with the Organizing Committee on 7/25 for joint planning for the early October Election Rallies.

Legislative Slogan for CSUEU:

“Vote. Your Future Depends On It.”

CSUEUBOD 92/10/2 MOTION: Frank Borrelli second by Vera Acevedo - that the CSUEU BOD accepts the Legislative Report as presented.

PASSED

8. Chapter Reports:

Chapter 301 – Humboldt: No written report submitted.

Chapter 302 – Chico: No written report submitted.

Chapter 303 – Sacramento: No written report submitted

Chapter 304 – Sonoma: No written report submitted.

Chapter 305 – San Francisco: No written report submitted.

Chapter 306 – East Bay: No written report submitted.

Chapter 307 – San Jose: No written report submitted.

Chapter 308 – Stanislaus: No written report submitted

Chapter 309 – Fresno: No written report submitted.

Chapter 310 – Bakersfield: No written report submitted.

Chapter 311 – Los Angeles: No written report submitted.

Chapter 312 – Northridge: No written report submitted.

Chapter 313 – Chancellor’s Office: No written report submitted.

Chapter 314 – Dominguez Hills: No written report submitted.

Chapter 315 – Long Beach: No written report submitted.

Chapter 316 – SLO: No written report submitted.

Chapter 317 – Fullerton: No written report submitted.

Chapter 318 – San Diego: No written report submitted.

Chapter 319 – Pomona: No written report submitted.

Chapter 320 – San Bernardino: No written report submitted.

Chapter 321 – San Marcos: No written report submitted.

Chapter 322 Monterey Bay: Overall, our Chapter is doing okay. We are not planning layoffs, as long as the current budget projections continue. We have the usual representation issues with managers not taking advantage of the training on Performance Evaluations offered by HR, and then doing them in ways that violate Article 10. We continue to have our Frequent Flier managers who attempt to run roughshod over the contract. We've seen a rash of reassignments as a way of resolving manager/staff personality clashes. And we've seen the ongoing collapse of the workforce, with positions going unfilled or just eliminated, and the work distributed to the survivors. Overall, our chapter is strong, with a good EBoard, a core of active Stewards, regular Chapter meetings, and a newly revamped (and ADA-accessible) Chapter website, which allows employees to log in, and see member-specific, steward-specific, or EBoard-specific sections, including meeting minutes, financial statements, and discussion boards. Our Chapter VP, Michael Machado, resigned June 1st because he transferred to UC Riverside as a full-time Ph.D student on a full fellowship for five years, so we thank him for his service and wish him well.

Chapter 323 – Maritime Academy: Chapter 323's state of health continues to be in the green although we have been bit by the "'lay off bug". We planned and scheduled a "lead/appropriate administrator training class that was attended by all of the leads on campus and department administrators. We gave had two lunch and learn classes presented by our labor. Rep and our human resources manager. On March 4th March we took the Lead over CFA/APC to plan and develop the March 4th march for education demonstration hosting over two hundred students and the majority of represented CSUEU staff on campus. We conducted a mock funeral to say good by to the CSU we have come to know Our Provost spoke and explained the need to continue to fund faculty and staff

In May the Training Ship Golden Bear departed with 12 CSUEU staff on the first annual training cruise to the Far east. We were notified of layoffs and immediately scheduled and held layoff 101" for our chapter hosted by Labor rep Jeri McIntyre. We passed put and collected commitment cards from our members. In June we hosted bargaining on our campus over the CSU announced 1.5 layoffs on CMA. We assembled our members to support a rally in support of the lay off to include a sign building work shop and a papering of the campus to include every building entrance, bulletin board and kiosk across campus.

School starts soon and we plan to host a northern region meeting in September after school begins. Up the Union!!!!

Sincerely submitted - Chuck Constantine and the Chapter 323 Executive Council

Chapter 324 – Channel Islands: No written report submitted.

9. BUC 2:

Present: Chair Tessy Reese/San Diego; Vice-Chair Pam Robertson/Sacramento; At-Large Kathleen Cole/San Bernardino, Lisa Bush/Los Angeles

Guests: Patricia Jones, Unit 2 Rep/San Jose; Joann Dapiran representing Sonoma; Nancy Kobata, Fresno Chapter President; Pat Gantt, President; Russell Kilday-Hicks, VP of Representation; Teven Laxer/SLRR Staff assigned

Newsletter Ideas

We will begin working on a quarterly newsletter with the assistance of John Watson. We are asking for items of interest, stories or pictures to be forwarded to Tessy or Pam. Nancy recommended we distribute this electronically to capture the other units in the Health Center. We expect this to be completed by November, 2010.

Unit 2 Reclassification Issues/LVN II/Phlebotomists

Teven distributed a report showing how many LVNs and Phlebotomists were reclassified. This has been a slow process but have had challenges with the interpretation of the tech letter. It was not agreed for us (the employees) to do the reclassifications. The agreement is clear and some campuses have complied. Teven will contact the Chancellor's Office to seek explanation why this is taking so long.

Nurse-Line Service at SHS

Presently, some campuses have been utilizing after hours nurseline services. It was brought to our attention that Sacramento State intends to contract out 24 hr/7-day nurseline service. More information will be gathered and forwarded to Teven for follow-up.

Layoff Updates

Nancy informed us that as a results our employees being improperly classified, ASA's in the health center at Fresno were two positions away from getting bumped. It was reiterated that this is not the appropriate classification for the front desk.

We are still fighting the layoffs in San Jose. There are issues surrounding the process and we will collect more information and forward to the chapter leadership in San Jose, and LLR assigned.

Recent Campus Visits/Any New Unit Reps

Lisa visited Northridge and was successful in recruiting Raymond Solis for their Unit 2 Representative. We welcome Ray and hope to see him at the next BOD meeting.

Reassignments occurring

This will be an upcoming hot topic and has potential of workload issues. Please be aware of potential problems that may be encountered during this process.

FAMILY PACT

Discussion was made regarding following the rules and regulations and the consequences of non-compliance.

The meeting was adjourned at 9:55 a.m.

10. BUC 5:

Council Members: Sharon Cunningham, Chair (SDSU); Rick Berry; Vice Chair (CSUSB): Jose Rico (SJSU) ; Angel Melendez (CSU Fresno); Michael Chavez (CSU Stanislaus); Jerry Saner (Humboldt); Kenneth Coleman (Fullerton).

Unit 5 reps: Frank William (CSUS); Marie De La Cruz (East Bay); Rosa Valencia (SFSU); Guests: Pat Gantt, President, CSUEU; Russell Kilday-Hicks, Vice President of Representation; CSUEU; Sanjay Mishra CSUDH); Dianna Balli (CSULA); Chuck Constantine (Maritime); Stephen Tillinghast (Humboldt). Staff: Lois Kugelmass

Chair Sharon Cunningham called the meeting to order and introduced members and guests.

Duties of the Council, Members-at-Large, and Chapter Unit Representatives: Sharon discussed the importance of chapter unit member representatives attending meetings and networking about Unit 5 issues. Members-at-large may be called upon to substitute for the chair and vice chair in meet and confers and layoff bargaining, so they must be involved and participate. She gave examples from two campuses where she discovered management violating our rights. **Sonoma State** took \$200 out of a custodian's paycheck because he lost a plastic key card and allegedly violated their campus policy. **Northridge** was about to release temporary custodians and enter into an outside contract which would have permanently eliminated bargaining unit work.

Russell Kilday-Hicks, Vice President for Representation, emphasized the importance of the unit council and explained CSUEU policies:

- 1.) Unit council members-at-large who have two consecutive absences will be noticed by the President or the Unit 5 Chair. They can be removed from the position, and a successor appointed.
- 2.) The Council can only reimburse members at large. The chapters have to fund alternates.

Marie De La Cruz from **East Bay** said she had learned that unit representatives have "to stick to their guns" and set an example. "Management will be watching you—you have to be one of the best employees. You get respect if you know your contract. If you know you are right, you probably are. The job of the custodial manager is to see whatever they can get away with. Managers will increase

pressure as workload increases. If you let them, they will wear us down psychologically and divide and conquer us wherever they can.”

The 2005 Revised Custodian/Laborer Classification Standards

Sharon distributed and discussed the agreement and background materials from the 2005 study for the custodial and laborer classifications. This is a valuable reference for all Unit 5 representatives and their chapters.

Round Table

Fresno – Angel Melendez reported that the Union is monitoring how management distributes training/promotional opportunities to make sure that they respect seniority.

East Bay –A heavy equipment operator who worked seventeen years as the President’s chauffeur is being laid off with no other classification to which to retreat. He is temporarily in a Unit 6 class, and the Union is still bargaining to save his job.

LA – The Union protested that there was no responsible manager on duty during the night shift, and forced management to make that assignment.

San Jose—Custodians are being forced to work mandatory overtime for days on end. This needs to be addressed with the LRR and chief steward.

Pesticide and Round-up Application – SJSU managers are intimidating employees without state certifications to spray herbicides and pesticides. At **CSULA** and **San Francisco State**, the Union called in OSHA and/or filed a health and safety grievance and stopped such practices.

Contracting Out- We must remain vigilant about contracting out. **Sac State** is contracting with the Foundation to provide services to the new buildings, including where the health clinic is being relocated. We should find a way to challenge the contracting, including by organizing the Foundation workers. CSUEU has postponed the layoff of **East Bay** custodians and laborers by in-sourcing summer cleaning work and movers. At **CSULA**, the Union negotiated to limit the work of outside landscaping companies and issued orange shirts to our members with the slogan “I am a State Worker and a Union Member.”

Many campuses, including **Fullerton** and **East Bay** are having difficulty with workload.

At **Dominguez Hills**, we are investigating over-zealous security guards who may be following and photographing our members.

At **Stanislaus**, Mike Chavez reported that management scheduled an unpopular shift change which they could do under the contract. However, the chapter mobilized a protest and with the help of the Labor Council, convinced the administration not to change the hours. This is an example of how we can organize around issues that we otherwise could not win!

Female Safety Issues. At **CSULA**, an incident occurred at night with a female custodian who works alone and had repeatedly complained about the malfunction of her radio. After the incident, the Union filed a grievance. We’ve demanded and received a quarterly audit of all radios and provision for extra radios for emergencies. There are now monthly health and safety meetings, a buddy system and provision that night shift employees will be called every hour and a half to check on their safety.

Chuck Constantine at **Maritime** reported that the campus conducted lead training and brought EAP to work with custodians over an issue of workplace violence.

Chair Sharon Cunningham talked about the need to recognize the stress that we are all under and the need to reach out to fellow employees and union members. The meeting adjourned at 9:55 AM.

11. BUC 7:

Attendees: Council Chair: Mike Brandt, Council Vice Chair: John Orr, At Large Members: Linda Nunez, Rocky Sanchez, George Ball, Gilbert Villarreal, Dawn McCulley

Guest Speakers: Joseph Dobzynski (Acting Chair of Organizing Committee), Pat Gantt (CSUEU President)

Visitors: Several Unit 7 Reps, Stewards, and members

The meeting began with a discussion of changes to the council as well as new reps on several campuses. John Orr is the new Unit 7 Vice Chair, who was appointed to the position after April Webster stepped down. Joseph Jelincic was appointed to replace John as an at-large council member and he was not in attendance due to an excused absence.

NEW BUSINESS

The council then went over each campus currently in layoffs discussing status of bargaining on each campus, how many layoffs have been rescinded (if any), and status of grievances filed. There was a discussion of reassignments related to layoffs as well as reorganizations on other campuses. Concern was brought up over the impact of reassignments on Employee Evaluations and what could be done about them. Linda Nunez provided several good examples of Evaluation issues she has come across on her campuses and how they were dealt with.

Joseph Dobzynski was given the floor to update the council on the efforts of the Organizing committee. He discussed what the committee has done so far and what actions they plan for the future. An overview was provided of the Stop the Cuts Campaign and its current progress. He also went over the Activist website for our newer members, discussing what it is and how to access it. He finished by recommending that people attend the Sunday Board Meeting to see the presentation by the Organizing committee.

Pat Gantt then spoke about the status of the State Budget and potential impacts on the CSU's. He discussed that the Board of Trustees approved a 5% fee increase on students. He also discussed different Tax proposals, the Governor's proposal for a two-tier pension system, the possible implementation of a mandatory Federal Minimum Wage for all State Employees, and potential pay issues with the likely delay in the passing of the State Budget.

OLD BUSINESS

This began with a reminder that Furloughs end on the 30th of June and that the first "normal" paycheck should be received August first for the July pay period.

Unit 7 Reps were asked to check up on the 3/12 agreement (also known as the “Dispatcher Settlement”). The council wants a follow up on each campus to ensure that all employees affected by this agreement receive their settlement.

The negotiations for the changes in the Reprographics Series are still ongoing, however there is hope that, after 12 years, an agreement should be coming soon.

The Unit 7 Chair and Vice Chair made an appeal to the members for submissions for a Unit 7 Newsletter. It is hoped that a newsletter could be issued electronically once per quarter. It is requested that any active member who wishes to submit material for the newsletter please send it to John Orr (jorr500@gmail.com) or Mike Brandt (csueu.buc7@gmail.com).

It was announced that the 3rd Southern Campus Regional Meeting will be held at the Fullerton campus.

The meeting was adjourned at 6:39PM.

12: BUC 9:

BUC 9 met Saturday, June 26, 2010 at the CSUEU Board of Directors meeting in Reno, Nevada.

Layoffs: Layoffs have been announced at 9 CSU campuses. Like previous layoffs, these disproportionately affect Unit 9. In the current round of layoffs, 120 positions, out of 209, have been in Unit 9. At each of these campuses we're working to negotiate the best possible outcome for all affected employees.

Outsourcing: With more than a dozen campuses considering or acting on e-mail outsourcing, we met with the Chancellor's Office to discuss its impact on bargaining unit employees. On June 21st, the CSU and CSUEU signed an agreement which protects the interest of bargaining unit members and confirms the CSU's obligation to follow the contract. I'd like to thank the officers and members who served on this bargaining team – Matthew Black, John Burdett, Eric Eisenhart, and Unit 9 Vice Chair Alisanda Brewer – as well as Senior Labor Relations Representative Teven Laxer for their work on this.

We will continue to grieve violations related to outsourcing. Outsourcing IT is not a cost-saving measure; in fact the Bureau of State Audits has determined that it costs far more than doing the job in house.

Computer Security Training: Last year the Chancellor's Office created a mandatory web-based computer security course. Early testing by Unit 9 activists identified serious problems including erroneous statements about CSU policies, and a requirement that employees falsely claim full responsibility for systems they only partly control. We met with the CSU, and the Chancellor's Office committed to fixing the problems. Nearly a year later, it turns out that the errors have not been corrected, and CSU managers are ordering rank-and-file employees to complete the course. Please advise employees on your campuses to contact a steward immediately if they are instructed to complete this error-filled version of the security training; we need to file on these.

BUC 9 Vacancy: We have a vacant at-large seat on BUC 9. Any chapter Bargaining Unit Representatives who would like to volunteer for this position, or would like more information, please contact BUC 9 Chair Rich McGee directly.

CSUEUBOD 93/10/2 MOTION: Jessica Post second by Gilbert Garcia - that the CSUEU BOD accepts the BUC 2, 5, 7 & 9 reports as presented en toto.

PASSED

ODDS AND ENDS:

Due to the silent auction and other festivities on Saturday, \$428 was raised to the CSEA Foundation. Nancy Kobata reminded everyone to consider the 2011 CSEA Women's Conference when planning their budgets. It's going to be a one day event, with a reception the night before.

Chapter 323 is planning on hosting a northern get together on September 4th. Chuck will send out information which will include hotel information.

Kim Harrington wanted to thank everyone for making her feel so welcomed and loved. Gilbert Garcia thank everyone for attending, great turn out and location.

CSUEUBOD 94/10/2 MOTION: Nancy Kobata second by Joseph Dobzynski to adjourn the meeting.

PASSED

Meeting was adjourned at 12:54 p.m. on Sunday – June 27, 2010

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