

University Employee

California State University Employees Union/SEIU 2579

The backbone of the CSU, representing Bargaining Units 2 (Healthcare) • 5 (Operations) • 7 (Administrative)
9 (Technical) • 13 (CSULA English as a Second Language)

CSUEU/SEIU 2579 • Affiliated with the California State Employees Association • Call CSUEU toll-free: (866) 763-1452 • December 2013



BOARD OFFICERS

Statewide leadership

President

Pat Gantt.....530.570.5803

Vice President for Organizing

Mike Geck619.252.0282

Vice President for Finance

Loretta Seva'aetasi.....415.338.2389

Vice President for Representation

Alisandra Brewer.....707.477.1008

Bargaining Unit Officers

Unit 2—Health Care

Tessy Reese (C)619.301.4011

Pam Robertson (VC)916.278.6037

Unit 5—Operations

Sharon Cunningham (C) 629.594.5799

Mike Chavez (VC).....209.639.3398

Unit 7—Administrative/Clerical

John Orr (C)657.278.3082

Roxana "Rocky" Sanchez(VC)909.869.2683

Unit 9—Technical

Rich McGee (C)909.537.7275

Susan Smith (VC).....657.278.3704

Committee Chairs

Classification

Nancy Kobata559.287.3378

Communications (UE editors)

Debbie Blair.....951.694.2350

Ray Finnell (VC)661.654.3123

Finance

Loretta Seva'aetasi.....415.244.7288

Legislative

Kim Harrington.....916.278-6327

Organizing

Mike Geck.....619.252.0282

Policy File

Steve Mottaz707.826.5658

Representation

Alisandra Brewer.....707.477.1008

President's Message



From the desk of Pat Gantt, CSUEU President

Events of the last year have restored some hope for all of us as the state and national economy rebounds.

Reopener bargaining resulted in a small raise, triggered by increased state funding to the CSU budget, but implementation has been delayed due to an antiquated payroll system at the State Controller's Office. In many ways, that aged payroll system is symbolic of the fact that the state has failed to reinvest successfully in the most basic functions to move itself into the 21st century. We see this in our buildings on the CSU campuses and also in our salaries. I would suggest that, beyond our antiquated payroll system, there is an archaic salary structure in the CSU. It is combined with a compensation philosophy that adequately compensates only a few if they can figure out the Rubik's Cube-like methods for increased salary in their current positions or are fortunate enough to transfer to a job in a higher classification that pays more.

It has not always been that way, and it does not have to stay that way in the future.

Early next year, the CSUEU bargaining team will begin bargaining the full contract with the CSU (the current contract expires on June 30). One of the biggest issues will be salary increases and salary movement so that employees are not stranded near the bottom of their salary ranges for long periods. Shouldn't one be able to retire after, say, a 25-year career at least at the midpoint of the salary range--or higher?

The CSUEU has a bargaining survey online at www.csueu.org (look for the survey box on the right). Please take this survey to provide feedback to guide us at the bargaining table. It will remain open until the end of December.

Participating in the survey is just the first step you can take to get involved with bargaining. The next step I am asking of each person who reads this is to attend chapter meetings and events on your campus next spring. It is extremely important for the CSU Office of the Chancellor to see and hear about an engaged membership. I believe that we can fix the broken salary system and come up with a way for employees to receive predictable, modest salary increases that lift them off the bottom of their salaries ranges. It will require work on the part of every member to ensure that our voices are heard both at the bargaining table and in the legislature, the latter to improve state financing for the CSU so that meaningful raises can be funded for the life of the next contract.

Stay tuned for opportunities to get--and remain--active over the next seven months.

In closing, thank you to our members for everything they do every day for the CSUEU, and, if you are reading this and are not yet a member, be sure to join so we all can work together on getting a full contract bargained. Enjoy the holiday season and the time off with family and friends that you all have earned!

In union,

Pat Gantt

CSUEU TOLL-FREE:
PH: (866) 763-1452
FAX: (866) 977-7838

We're on
twitter
follow us
@ CSUEU

Story ideas or comments?
We want to hear from you!
dblair@csueu321.org
Text or call (951) 694-2350

New Direction, Pressures for CSU

Budget and demands for performance increase

By Ray Finnell, CSU Bakersfield



With the legislature's co-operation, Gov. Jerry Brown has managed to turn California's disastrous budget around. Last year, voters passed Prop. 30, which made a huge difference as well. Impacts of the positive climate are an increased allocation to the CSU for the current year and projected further increases in coming years. While that is good news, Brown attached strings to the funds.

About \$125 million in new money came back to the CSU, following several years of budget cuts that totaled upwards of \$1 billion.

Tuition for state residents has been frozen for this year and is expected to hold steady for the next three years. The intent of this policy is to increase enrollment, but resources at the grassroots level are stretched so thin that many campuses will not be able to perform as expected.

Brown also calls for improved efficiency in CSU operations, and his budget mandates that students spend less time earning degrees. Yet many campuses have not been able to admit all applicants or offer the needed range and number of courses due to lack of faculty, staff, and facilities.



Next year's allocation won't be what the CSU wants, according to Brown. In response to a CSU proposal aired at the September Board of Trustees meeting that seeks \$250 million above the current allocation, the governor responded, "It's not going to happen." His conservative approach is due to a mixture of uncertainty about future revenues, a firm commitment to balancing the budget, and an attitude toward higher education that demands results.

Brown's line in the sand comes in spite of increased enrollment and skyrocketing class sizes. Staff members sorely need cost-of-living increases, market equity adjustments, and the ability to move through salary ranges. Additionally, campuses are hurting from a backlog of infrastructure repairs, construction needs, and equipment obsolescence that stretches back for years, if not decades.

Other pressures are on the CSU as well, one of the most important being a trend toward online education and pressure to offer MOOCs (massive open online courses). Most campuses offer some online courses, but Brown and others want more.

Online education can be effective as a piece of a program or class but

See "New Direction" on page 7

New Initiative Threatens Pensions

As if it weren't bad enough that anti-union San Jose Mayor Chuck Reed has proposed a pension-busting ballot initiative for the fall 2014 ballot, now evidence is emerging that he's being financed in part by out-of-state money.

The *Sacramento Bee*, Salon.com, and other media outlets have identified the Action Now Initiative, a shadowy Texas group fronting for Enron billionaire John Arnold, as a key donor. As the *Sacramento Bee* recently reported:

With the first deadline looming for a new public-pension proposal to make the November 2014 ballot, a Texas nonprofit has emerged in a behind-the-scenes battle poised to break into public view next year. Reed, a Democrat pushing a controversial idea to dial down government retirement benefits, asked a Houston-based group (called the Action Now Initiative) to give \$200,000 to his local chamber of commerce last summer for "policy analysis for statewide pension reform."

The money Reed has raised has come from

mostly partisan conservative policy advocates. He has also drawn \$50,000 from former Los Angeles Mayor Richard Riordan, \$25,000 from pension-busting Basic American Foods heir George Hume, and \$25,000 from venture capitalist Michael Moritz and his wife, novelist Harriet Heyman.

Who is Arnold? He's a former Enron executive and hedge fund founder described by *Rolling Stone* as a "young right-wing kingmaker with clear designs on becoming the next generation's Koch brothers." He made his money by cashing out an \$8 million bonus just weeks before Enron went belly up. After that, he bet on natural gas commodities as a hedge-fund manager.

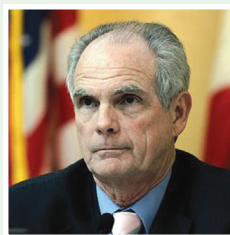
His Arnold Foundation works with state and local communities to provide policy information and technical assistance to help them develop pension reforms. Many observers believe it has its eye on California in order to promote public employee pension

cutbacks across the nation. Its thinking, says Steven Maviglio, a consultant whose clients include Californians for Retirement Security, a labor coalition representing 1.5 million public employees and retirees, is that "if liberal California can do it, it can happen anywhere."

He's already succeeded in planting a slew of biased reports in the media alleging a grave crisis in CalPERS financing.

As David Sirota reported in an in-depth Salon.com article about Reed last fall, California's pension shortfalls were not exacerbated by allegedly unsustainable benefits to retirees, most of whom only receive less than \$30,000 a year in pension income. The shortfalls happened because Wall Street fraud destroyed the economy, thus driving stock prices and the value of pension holdings into the ground.

In addition, CalPERS prudently scaled back bonuses to its top managers during the



Chuck Reed

See "Anti-Pension Initiative" on page 7

A Strategic Approach to our Contract Campaign



By Mike Geck, VP for Organizing

On June 30, 2014, our contract expires, and we've been taking steps over the past months to take a more strategic approach to the upcoming round of contract negotiations.

"Strategic" is such a buzzword that I almost hate using it, because many people have an eye-roll reaction when you say it. But it is a real word with a real meaning and, in our case, a real purpose. We're trying to build the best, most thorough, most comprehensive strategic contract campaign plan to win our goals and get what we want for our members and our union.

Hey, I saw that! No eye-rolling while you're reading my article, got it?

In all seriousness, it's all about the plan. If you care about the contract that governs your wages, hours, and working conditions (and

that trumps what your boss or HR department has to say about those issues), you're probably asking yourself, "Well what's the plan, Mr. Fancy pants?" At least that's what I would be asking if I were in your shoes. The VP for Organizing is supposed to come up with this stuff, or at least get the ball rolling so that the Organizing Committee and the rest of the union can in turn come up with this stuff.

During the weeks leading up to the CSUEU Board of Directors meeting last month, the Organizing Committee conducted a three-part webinar series to obtain input and feedback from all sectors of our union structure: the Board of Directors, committees, staff, chapter leaders, and activists. We scheduled 12 dates for the three parts to ensure that as many of our union leaders and activists as possible could participate and thereby give us a broad cross-section of perspectives. We

wanted consensus from all aspects of our union on the contract campaign plan, knowing that buy-in from leaders, staff, and activists would be critical.

What's even more important than their buy-in? The buy-in of our rank-and-file members! A band of crazy union leaders and activists, on their own, won't be able to accomplish much. Picture William Wallace in *Braveheart*, giving that big fiery speech before the big battle scene, leading the charge into battle, looking back, and seeing only a handful of those warriors following him into battle. Instead of a fearless leader leading the charge into an epic battle, he would look like a psycho on a suicide mission.

So how do we sidestep looking like a bunch of psychos on a doomed mission?

First, we have to inform and educate our members, ensuring that they understand the

See "Strategic Approach" on page 7

Your Dues at Work



By Loretta Seva'aetasi, VP for Finance

It has been a busy few months. The Finance Committee has worked hard to prepare for the end of the year. We have communicated with chapter presidents about budget and expenditure deadlines that are coming up soon. No later than January 20, 2014, every chapter must have budgets prepared on which the entire chapter can vote, and I like to be available to provide guidance and historical information that might be useful. I have worked with the Finance Committee to enhance our checklist and help ensure that everything goes smoothly come year-end.

This is the time of year when we prepare the statewide budget as well. This can be challenging, because staffing cutbacks throughout the CSU have resulted in fewer represented employees and less revenue. The Finance Committee prepared several different budget scenarios for the Board of Directors meeting in November. The committee and Board of Directors are charged with prioritizing expenditures and deciding how to allocate dues and fees income most effectively to benefit the organization's represented employees—you. Full contract bargaining is coming up next year, so we have included funding for the bargaining team to travel to campuses for bargaining sessions. Each campus will be involved in our contract campaign, so we have tried to support the team not only statewide but also at the local level.

In addition to being the VP of Finance, I serve as treasurer of our Issues Political Activity Committee (PAC) and our Candidates PAC. These funds are important to the union because they're donated and earmarked by our members to be used specifically for political or legislative activity. This is how we contribute to campaigns that we believe will benefit our members. We can also use these funds to travel to the offices of our elected representatives to voice our concerns face-to-face. We've done a lot of that this year. These PACs recently reimbursed the CSUEU about \$84,000 for both Lobby Day and local legislative visits. During the third quarter, we hired a legislative advocate who is also paid with PAC funds.

Last but certainly not least, I've been working with the Executive Director Search Committee to recommend a CSUEU executive director. In late October, the search committee conducted preliminary interviews in Sacramento with nine candidates. Two finalists were selected to meet with the Board of Directors in November, and, as of press time, the selected candidate was scheduled to come on board shortly. Having an executive director in place will play an important role in moving our union forward in the coming year.

In unity,

Loretta Seva'aetasi

Representation on the Move



By Alisandra Brewer, VP for Representation

Hello Everyone, As fall fades to w a r d s winter, I find myself reflecting on the past year for CSUEU. We've certainly been busy, and we've kept the CSU hopping, too.

This summer, we were finally able to hold a chief stewards' training. Labor Relations Representative Joseph Jelincic, Jr. did a bang-up job of leading the sessions with me. Instead of classroom-style training, we leveraged the amazing amount of know-how already in the room and covered a large range of topics in a round-table setting.

Your bargaining team has been very busy. There have been numerous meet and confers on a variety of topics throughout the state. Our campaign against contracting out of Unit 5 work has been very successful, with work returned or returning in-house at quite a few campuses. Even the Office of the Chancellor (CO) has joined in, hiring two day-porters (in the Laborers classification), the first Unit 5 employees ever in that building.

Another issue of concern has been an increase in CSU's video surveillance. Cameras have their uses for crime deterrence and public safety, but some campus administrators have decided they could use them in place of managers. This is inappropriate, and any corrective action based on surveillance footage should be challenged.

Classification studies continue for all units. Unit 7 has

completed its classification clean-up, and Units 2, 5 and 9 are working on theirs. A clean-up is not the same as a classification study. In clean-up, outdated terms are updated, and formatting is standardized.

Unit 7 was successful in strengthening and defining language in some key classifications, which should help our represented employees get classified correctly. For example, for some reason the ASC classes included information technology (IT) in their Classification and Qualification Standards (CQS) as an incidental duty. At least one campus interpreted that to mean that they could have people doing ITC work for ASC pay. That clause has now been removed, much to the surprise of said campus management.

A classification study is a rewrite of a class. Last spring, the CO brought us its work on the accounting series. We had excellent people in those classifications who helped us define and refine the work. Now we are wrapping up the payroll technician series and are looking forward to the CO's proposals on buyers, the administrative series, and IT classifications.

The CO has agreed with us that lead work should only be done by the highest level of a classification. It will take time to get this into every CQS, but, if you are leading other bargaining unit people, it may be time to ask for a reclassification.

Last summer, we had a re-opener on Article 20 (Salary), triggered by an increase in the state's allocation to CSU's 2013-14 budget. The CSU reopened

See "Representation" on page 8

Are you a PAC Contributor?



By Debbie Blair, Chair, Communications Committee

When CSUEU incorporated in 2004 and became an affiliate of California State Employees Association the following January, our leaders saw the need to have your voices heard at the Capitol. In 2009, CSUEU formed its own Political Action Committee (PAC) with the goal of supporting candidates who value CSU staff and work to defeat measures that threaten our interests as state workers.

"PACs are a key part of any union in the 21st century," stated CSUEU President Pat Gantt. "These funds are used to help support candidates who support our issues and defend our rights in the legislative process."

He points out that these funds are increasingly used in the ballot initiative process to support proposals for public funding of higher education or to fight attacks on our pensions or on our ability to be involved in politics.

"Members can help weigh in on candidates and issues of significance at any time," he added. "CSUEU must continue to be proactively involved in politics."

A PAC is defined as a committee formed by business, labor, or other special interest groups to raise money and make contributions to the campaigns of political candidates whom they support. They are a public, open means of participating in the democratic process. They must report all funds they raise and declare how the money is spent, as specified by very strict corporate and state standards.

CSUEU membership does not automatically make you a contributor to the PAC; that's determined in most cases by the way you fill out your membership application when joining CSUEU. Do you remember the little box in the lower left side of the card? Leaving this box blank allows CSUEU to take an additional \$2.00 per month for non-partisan political activity. Did you leave the box blank or did you put your initials in it?

Recently, at a statewide meeting, I found out that, after being a member for nearly 14 years and thinking I was a PAC contributor, I was not. I had put my initials in that box, not knowing the difference. You see, when I started at the CSU, like so many of us, I was new to state service. I had always worked in the private sector. I did not understand the influence state legislators had on my workplace protections, my retirement, and my healthcare coverage.



See "PAC" on page 7

Chapter Focus: San Francisco State University

Chapter 305 steeped in a tradition of activism



By Kathleen Bruno, San Francisco State University

San Francisco State University (SFSU) is one of the oldest, largest, and most diverse of the CSU campuses. It is home to about 30,000 students on 141 acres in the southwestern corner of San Francisco.

It has a rich history, having begun in 1899 as the San Francisco State Normal School, a small teaching college. Later called San Francisco State College, it made national news in 1968 with the longest student strike in

U.S. history. The agreement reached at the end of that strike established the School of Ethnic Studies and eventually led to SFSU having the first College of Ethnic Studies in the United States. Renamed San Francisco State University in 1974, the campus' legacy of activism and community engagement isn't lost on the many CSUEU activists who work at the campus.

Ten years ago, VP for Finance Loretta Seva'aetasi trained to be a steward at SFSU Chapter 305. Just two years later, she was both the chapter vice president and chief steward.



The SFSU chapter has made it a priority to meet with state legislators, including a recent meeting between Sen. Mark Leno, Chapter 305 President Sandee Noda (c), and VP Kathleen Bruno

In 2009, the Board of Directors elected her to her current statewide post. Her enthusiasm

See "SFSU" on page 8

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

Items of statewide interest

BU 2

Bargaining Unit 2 Chair Tessy Reese reports that the Council has been working to update several classifications, including athletic trainers, who work extended hours when traveling with teams.

Another concern is management's increasing use of contract nursing advice services, which takes work away from BU2-protected employees. CSUEU defeated a recent attempt at SFSU to introduce such contracting out. Unit 2 employees are urged to report to their union stewards any contracting out and policies that affect wages, hours, or working conditions.

Don't forget to get your flu shot!

BU 5

At its meeting in October, the Bargaining Unit 5 Council discussed the need to fill open council positions as soon as possible.

Council members have reviewed

the Classification Standards for BU5 positions and will soon be making recommendations for changes to the standards.

BU 7

Bargaining Unit 7 Chair John Orr reports good progress on re-vamping the Payroll Technician classifications. The council intends to tackle the Buyer and Administrative Support classifications next. Improved ability to move through skill levels is one goal of the projects.

As is the case for all the bargaining unit councils, BUC7 is preparing for full contract negotiations as we approach the end of the current contract on June 30, 2014.

Orr reminds non-exempt employees that, if they work more than 40 hours in one week, they must be compensated in pay or CTO at the rate of 1-1/2 times their regular hourly rate, per federal law. Any violations should be reported to your steward.

BU 9

The CSU has spent over \$400,000 to purchase data loss prevention software called "IdentityFinder" (<http://identityfinder.com>), marketed as a solution to reduce exposure to institutional data breaches. Some 40,000 copies of this software were installed statewide on computer workstations starting early this month. We requested a meet-and-confer on the usage of this software, and an agreement was reached.

CSUEU is now in the planning stage for full contract bargaining. All bargaining sessions will be open for members to attend. If bargaining comes to your campus next year, please consider spending your lunch hour observing. Your bargaining team will also be seeking employees to speak on key topics. This is a great way to have your voice heard.

Please contact Unit 9 Chair Rich McGee at csueu.unit9@gmail.com if you are interested in speaking or if you want more information on "IdentityFinder" or any other unit 9 issue.

BU 13

On October 15, the BU 13 bargaining team reached a tentative agreement with the CSU on a new contract for English Language Program (ELP) instructors at Cal State L.A. The agreement gives members year-long contracts for the first time since the unit formed in 2010. They are now entitled to health coverage and benefits through CalPERS.

"Before this contract, we were thrown on the unemployment line each quarter—even though some of us had worked here for more than 40 years," said instructor Nicholas Renton, a bargaining team member.

ELP instructors are a talented and diverse group. They hail from Armenia, Iran, Lebanon, Mongolia, Nepal, the Philippines, Taiwan, and beyond. Their talents include drama criticism, French translation, poetry, teaching, writing, and German. In addition, they conduct research and represent CSULA and the English Language Program at conferences in their field.

CSUEU Committee Reports

Governance and operations at work

CLASSIFICATION

At its recent two-day meeting, the committee spent most of the first day going through the contract and preparing article information for the bargaining team to address in contract negotiations early next year.

The next day, scheduled concurrently with an all-Bargaining Unit Council (BUC) meeting, committee members split up to meet with their respective BUCs. All the councils spent time reviewing their respective classification cleanup projects.

In addition, the councils kept busy discussing contracting out and the updating of contract language, all with the goal of making it easier for employees to move through their salary ranges.

COMMUNICATIONS

At the Communications Committee's meeting in October, we welcomed our newest members: Kathleen Bruno of San Francisco State Chapter 305 and Jeff Nadel of Cal Poly San Luis Obispo Chapter 316.

In addition to producing this issue of *University Employee*, the committee has developed the CSUEU 2014 calendar. Please contact your chapter president to get your copy.

The committee is also preparing to support the CSUEU contract bargaining campaign coming in early 2014. The Representation Committee will be asking members to attend bargaining sessions when they are held on various campuses in early 2014. The Communications Committee encourages all attendees to send their comments about those sessions to Chair Debbie Blair at dblair@csueu321.org for consideration for publication. It's a great way to make your voice heard.

FINANCE

Last fall, the Finance Committee prepared several 2014 budget scenarios that were presented to the Board of Directors at their meeting last month. Please contact your local chapter president to get details.

At that same meeting, they reminded chapter presidents that individual chapter budgets

must be prepared and voted on no later than January 20, 2014. Any chapter that fails to comply by this date is at risk of forfeiture.

The CSUEU Political Action Committee (PAC) reimbursed about \$84,000 to the union to cover Lobby Day, local legislative visits, and our contracted legislative advocate for the third quarter of 2013. These funds, earmarked by PAC members, can only be used for political or legislative activity.

LEGISLATIVE

The committee had a full agenda at their last meeting in October. They continued planning next year's CSUEU Lobby Day, April 28-29, with training at the Citizen Hotel in Sacramento on the first day and appointments with legislators at the Capitol on the second day.

They also discussed and developed strategies to increase membership in the CSUEU Political Action Committee (PAC). Currently, about 18 percent of CSUEU members contribute to the PAC. The committee set a goal of 50 percent membership by 2014-2015. The committee will be working directly with chapter leaders to encourage membership support.

Are you a PAC contributor? To find out if you are a contributor or to get more information on becoming one, please contact your local chapter president or CSUEU PAC Treasurer Loretta Seva'aetasi at lorettas@csueu.org.

ORGANIZING

Since the spring, the committee has spent most of its time on the 2014 contract campaign strategic plan, which projects the union's support structure for contract negotiations that are slated to begin early next year.

"This plan centers on bringing all aspects of our union together to clearly understand exactly what we're going to do, how we're going to do it, and who is going to get it done," stated VP for Organizing Mike Geck.

Last fall, the committee developed a series of planning webinars that were attended by a diverse group of CSUEU activists across the state, and the results were presented in a workshop at the November Board of

Directors meeting. The board adopted the plan at that meeting.

POLICY FILE

Policy File Committee Chair Steve Mottaz reports that committee members have been working diligently on several items dealing with CSUEU governance.

The committee finds that agendas for closed meetings of the CSUEU Board of Directors may necessarily include some items that have not been announced in advance, particularly items involving confidential or late-breaking matters.

Governance language will be strengthened to ensure that new board members receive complete orientations to their responsibilities and operational procedures.

The committee is working on a new provision that would allow removal of any at-large member of a bargaining council for non-attendance.

Other proposals are aimed at streamlining Board of Directors meetings.

REPRESENTATION

At its last meeting, the committee held a wrap-up discussion on the 2013-14 contract reopener agreement, through which all CSUEU-represented employees will receive a 1.34 percent raise, with a minimum raise of \$40 per month. Committee members agreed that this is hardly a fix of the lack of movement in salaries over the past six years, but it's a start. The team brought up many proposals during the reopener, including longevity, long-term pay, and percentages that would bring employee salaries up to where they should be.

The team wants CSUEU members to know that these are just some of the issues they will be carrying forward into next year's full contract negotiations.

Unfortunately, the CSU has informed CSUEU that the State Controller's Office is tremendously backlogged, and, as a result, our raises will be delayed until March 2014. This is beyond the control of the CSU or the union.

New Direction

continued from page 2

cannot totally replace traditional instruction for most college students, no matter what the technology may promise, according to some educators and education experts. Many faculty members are against the trend. For staff it's perceived as a dismantling of bricks-and-mortar education, which means less need for staff support.

Brown was pleased to announce in January a partnership between San Jose State University and Udacity, a private for-profit Silicon Valley online education corporation, to offer courses for CSU credit. However, the program was suspended after just two semesters due to a dismal failure rate on final exams.

Nonetheless, the governor wants more online offerings. He does recognize that there's no substitute for face-to-face classes. "I'm not trying in any way to diminish the human academy."

The issue nearly came to a head with Senate Bill 520 (Steinberg), which would have forced campuses in all segments of higher education to accept credit for online courses and MOOCs offered by private, for-profit companies. Faculty and staff alike were opposed to the measure. For staff, such offerings would take jobs off campus; CSUEU views this as contracting out and is strongly opposed.

Steinberg has suspended the proposal, waiting to evaluate the effect of increased online offerings. Steinberg's decision to hold off almost certainly was based in part on the failure of the SJSU-Udacity program. A spokesman for the leader of the Senate has indicated that SB520 is temporarily mothballed.

For now, anyway, things are improving on the state support front. But the sword has two edges, and, for every gift, there's a demand or two.

Anti-Pension Initiative

continued from page 2

entirety of recession and its aftermath, only recently reinstating more standard bonus percentages. The fund needs to grant bonuses to its investment staff to remain competitive with Wall Street.

California voters are about to be hit with a wave of propaganda designed to scare them into signing off on a plan that would force workers to bear the burden of pension shortfalls, when the real beneficiaries are corporations and the wealthy, who will get tax giveaways with all the savings.

With billionaire dollars routinely hidden behind a myriad

of front groups, unraveling the propaganda money trail can be difficult and daunting. Shell game finance practices—questionable at best and illegal at worst—are intended to obscure out-of-state funding sources while meddling with California's affairs.

In 2012, our members were part of a coalition of working people who knocked on doors, made phone calls, and out-organized the other side's secret funders to defeat Proposition 32. Our victory last year proves that we can defeat this measure if we're mobilized and organized.

PAC

continued from page 4

I immediately signed up at that meeting. As a newly enrolled PAC contributor, I know that my \$2.00 monthly contribution will fund CSUEU Lobby Day, legislative visits, and other political activities throughout the year. It allows CSUEU to contribute to campaigns of legislators who support the CSU staff, particularly ones who help the union to protect, maintain, and enhance wages, hours, and working conditions for our bargaining units and represented staff members. The funds also are used to support proposed legislation that's beneficial to us and to fight harmful initiatives.

So are you a CSUEU PAC contributor? To find out or if you want more information on how you can become a PAC contributor please contact your local chapter president or CSUEU PAC Treasurer, VP for Finance, Loretta Seva'aetasi at lorettas@csueu.org

Follow CSUEU on Facebook

Search for "CSU Employees Union" or select the Facebook icon on all www.csueu.org pages.

And be sure to "like" us!



Strategic Approach

continued from page 3

importance and gravity of our contract negotiations. Then, we must constantly solicit their feedback through direct communication and surveys, using that input for the further development of our strategic plan. Once our members have a plan that speaks to their most urgent issues and is something they can get behind, we mobilize and execute the plan.

What are we going to do differently during this round to ensure that we follow the plan through to victory?

First, we're identifying the contract issues that will resonate strongly enough with our members to move the campaign forward. So far, those issues are pretty straightforward: raises, movement through the salary range, protecting our benefits, and career advancement.

We then turn the issues that resonate with our members into goals, broken down into short, intermediate and long-term goals. The short-term is this month. The intermediate is the period of time we're bargain-

ing our next contract, January through July 2014, and possibly longer. The long-term starts in the fall of 2014: the time between signing our contract next year and the start of bargaining for the subsequent contract some two or three years later. How do you eat an elephant? One bite at a time.

Our campaign plan is centered on member engagement and involvement. There's no way we'll be successful in negotiating a fair contract—one that resolves the problem of stagnating movement through salary ranges, among other key issues—without significant participation from rank-and-file members.

Make no mistake: if you're looking for someone else to fight for *your* raises, you're not in the union mind-set. This is *your* union, this is *your* contract, and these are *your* raises, benefits, and careers on the line.

Take ownership of your future and get involved in your union!



Representation

continued from page 4

on Article 21, Benefits. We've heard you loud and clear: save our benefits. The CSU had many proposals on how to get us to pay more for our benefits. We listened politely, but did not engage. Meanwhile, we hammered at them repeatedly again about our broken compensation system and how much it is harming our employees and the CSU as a whole. The problem is that, unless Sacramento gives the CSU extra funding for compensation increases, there isn't much to spread around. And Sacramento doesn't have a lot of interest in giving state employees more money. In-range progressions (IRPs) are campus-funded, and the last few years have been rather tight. We worked hard to help pass Prop. 30 and defeat Prop. 32, and it's time for the state and CSU to start rewarding those who have stuck with the system in spite of the lean years.

We secured a 1.34 percent raise, but we have some of the lowest paid people in the system, and 1.34 percent doesn't amount to much at all. Percentage-based raises hurt those in the lowest pay scales, so we convinced management to award a minimum \$40 per month increase.

We have been hard at work preparing for full contract bargaining next year. Your team is ready to "sunshine" in January the articles of our contract that we want to open. Sunshining is a process through which both sides announce their intentions ahead of bargaining. We're public employees and subject to public scrutiny. In reality, it's more of a formality.

We have spent most of the past year engaging with chapter leaders, bargaining unit reps, and activists on all levels. Now we need you, too. Our 2013/14 survey has been open for some weeks,

but, if you still haven't filled it out, please do! The deadline is December 31. You can find a link to it on the front page of the CSUEU.org website. If you have further input into improving our contract, please send me your suggestions at alisandra@mac.com or contact your local bargaining unit rep. We know that salary and benefits are paramount concerns, but we need to know what else can be done, too.

Thank you to all of you for your ongoing help and support. I am humbled and proud to represent such an amazing group of people. I'm taking off a few days off this month to make up some time with my husband, Bruce, and wonder dog, Bella.

To you and yours, I hope you have a wonderful, warm holiday with those who matter the most to you.

SFSU

continued from page 5

and leadership skills have helped CSUEU to negotiate effectively on behalf of its members, and her hard work through difficult times has meant that the union is financially sound.

Chapter President Sandee Noda isn't one to call attention to herself, but her dedication, hard work, and attention to all the many details that keep the chapter running make her an effective and well-respected leader, both on campus and statewide. In addition to her chapter responsibilities, she is also an active member of the Statewide Legislative Committee.

If you ever walk across the campus with California State Employees Association VP Russell Kilday-Hicks, you'll notice that he never travels far without seeing someone he knows, as he has spent years getting to know as many people as possible throughout the campus. He's a former statewide VP for Representation and has served on both the statewide Organizing Committee and on SFSU's Academic Senate. He chaired the statewide Communications Committee for several years, now serves

on CSUEU's Committee on the Future, and is always willing to help out at union events around the campus.

SFSU's chief steward and Bargaining Unit 9 representative is Cristina Valero. Both her position on campus with the Disability Programs Resource Center and her roles on the Chapter 305 Executive Board involve what she wants to do most—help people. She is passionate about advocating for her union sisters and brothers and has been effectively enforcing our contract for many years.

Chapter 305 is lucky to have this team of dedicated activists who are committed to enforcing our contract, supporting our union members, and continuing the tradition of activism and community engagement at SFSU.

For more about Chapter 305, go to: www.csueu.org/Chapters/San-Francisco.aspx

For more about SFSU, go to: www.sfsu.edu

CSUEU E-News
Distributed every other Thursday
...Chock full of the latest union news!

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