



SEIU Local 2579

Contract Negotiations NEWS

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The Process Begins: CSU Employees Union Presents Initial Proposals

The CSU Employees Union bargaining team met with CSU Management representatives at the CSU Dominguez Hills campus on March 15 and 16 to present and explain our initial bargaining proposals. The bargaining team made it clear that compensation-related issues are absolutely critical to staff this year. Far too many employees are paid less than comparable institutions and agencies pay for the same work. "Salary stagnation" needs to end.

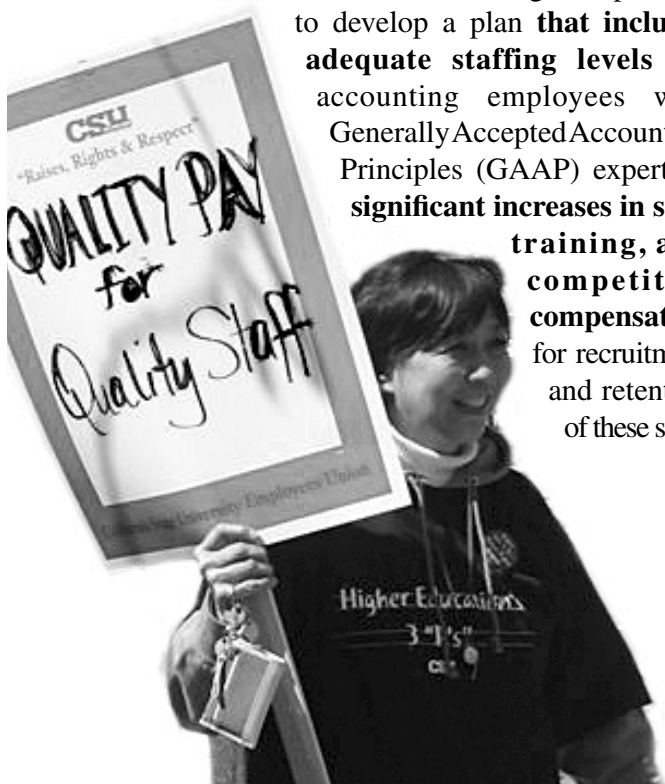
Chancellor Reed and Two Presidents Admit Understaffing has Caused Mistakes

Every year, CSU's financial statements are independently audited to make sure that campuses and the CSU system comply with applicable government auditing standards. At the January 2006 meeting of the CSU Board of Trustees, KPMG reported that its audit had found significant deficiencies in the design or operation of the internal control over financial reporting. The CSU agreed

with KPMG's findings and pledged to develop a plan **that includes adequate staffing levels** for accounting employees with Generally Accepted Accounting Principles (GAAP) expertise, **significant increases in staff training, and competitive compensation** for recruitment and retention of these staff.

KPMG auditors also stated that there were "significant increases in reporting requirements and information requirements" with the PeopleSoft system that resulted in a major increase in workload. Chancellor Reed apologized to the Trustees and pledged to rectify this situation in the future.

At the March 2006 Trustees meeting, KPMG discussed additional audits they had conducted. Humboldt State University President Rollin Richmond apologized for the campus's failure to complete their FISMA (financial internal controls) requirements. **President Richmond attributed the problems to 100% turnover in the accounting department caused by budget cuts, layoffs and attrition.** He told the board that this "won't happen again." Later in the meeting, San Francisco State University President Robert Corrigan apologized for various deficiencies the auditors found regarding the oversight of federal grants for research and development. **President Corrigan attributed the findings to budget cuts, attrition, and the failure to replace key staff people.** Chancellor Reed also apologized to the Board for these deficiencies and said that everyone understands that the CSU must add staff knowledgeable about GAAP, and have backup as needed. He pledged to update the board in May and September. Meanwhile, the Chancellor's Office has notified CSUEU of their intent to meet regarding the creation of a fourth skill level in the Administrative Analyst/Specialist series for staff with GAAP certification.



Please see over

Raises, Rights, Respect: Highlights of CSUEU's Initial Proposals

- 13.7% raises for staff to match those given by the Board of Trustees to campus presidents
- Elimination of the service salary maximum
- Service Salary Increase of 5% per year
- Maintenance of health premiums at current levels
- Increased vacation accrual rates
- Two additional personal holidays
- No parking fees
- 5% Market Salary Increase for each fiscal year.
- Increased shift differential
- Restore employee-requested in-range progressions and raise minimum to 5%
- Increase Life Insurance to \$50,000
- Continue Rural Health Care Stipend and increase it to \$1,000 per year
- Increase Non-Industrial Disability Insurance to \$450 per week
- Housing allowance of \$10,000 for employees to use for accessibility to on-campus housing units
- Add definitions for Academic Year Pay Plans, Anniversary Dates, Operational Need, Salary Savings, and more
- No contracting out
- Streamline grievance and complaint procedures
- Elimination of all non-grievable clauses
- Job postings to be made available to CSUEU-represented employees first.
- Limit emergency appointments to 30 days in duration, any one person may only have one emergency appointment in a year
- Reduce probation period to 6 months
- Temporary employees can gain permanency after two years
- Create and implement a system-wide performance evaluation form
- If campus closes, CSUEU-represented employees to be given Administrative Time Off to cover any days not covered by a moved holiday. Employees would not be required to use vacation, personal holidays, CTO time, or sick leave.
- Establish a system-wide catastrophic leave donation plan.
- Employees whose work changes due to technology shall be provided training in other areas prior to any layoffs
- Reimbursement for job-related training expenses
- Require all employees to be treated with respect and professional courtesy
- Require campuses to have policies on zero work place violence and prohibitions on hostile work environments

Your Bargaining Team wants your input

Don't forget to visit the CSUEU website (<http://www.csueu.org>) and fill out our first bargaining survey. We are seeking your input as we prioritize bargaining proposals. More than 1,000 employees have already taken our on-line survey and we need to hear from all of you.

BARGAINING SCHEDULE 2006

Mar 29-30	CSU Long Beach
Apr 10-11-12	CSU San Bernardino
Apr 25-26-27	CSU East Bay

Go to the CSUEU website for the complete list of future sessions (www.csueu.org).

Exact times and room locations will be publicized in advance. CSUEU chapters are encouraged to organize activities in support of bargaining - chapter meetings, informational forums, etc. If you are interested in observing bargaining, please let your chapter president know in advance.

