



SEIU Local 2579

# Contract Negotiations NEWS

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#3 / APRIL 4, 2006

## CSU Proposes that the Rich Get Richer and the Poor Get Poorer

On March 29, the CSU presented their initial bargaining proposals to the union on the campus of CSU Long Beach. Here is a sampling of the differences between our respective initial proposals.

Issue	Union's Initial Proposal	CSU's Initial Proposal
<b>Salary Increase</b>	13.7% salary increase, which is equal to the raise given to CSU Presidents by the CSU Board of Trustees. The average annual increase in salary and housing allowances for CSU presidents and senior Chancellor's staff was \$42,200. Two thirds of the employees we represent don't even earn that much in an entire year!	Even though the Governor's budget provides for at least a 3% increase to the CSU's base budget, the CSU was unwilling to even offer an economic proposal.
<b>Promotional opportunities</b>	Promotional opportunities should be available first to qualified on-campus employees; next, to qualified employees on other campuses; and finally, to qualified outside candidates.	Eliminates any obligation to give preference to in-house candidates.
<b>Layoffs</b>	No change to current contract: temporary and probationary employees should be laid off before permanent employees.  No change in current contract: recall from layoff shall be based on seniority.	CSU wants the ability to keep temporary employees who work for grants, and layoff permanent employees in the same job classification.  CSU wants to control the return of laid-off employees, regardless of seniority, by imposing a "qualifications" requirement.
<b>Incidental Pay for CMA's cruise employees</b>	Every year, many employees at the Maritime Academy go to sea aboard the Golden Bear for a period of 4 to 6 weeks at a time. CSUEU wants to make sure that our members are treated the same as the faculty and operating engineers who go to sea on the same boat.	CSU wants to eliminate the \$5 per day incidental pay for the lowest paid employees at CMA. They are not even proposing to take this pay away from faculty and operating engineers, who earn a good deal more than our food service workers and custodians.

*Please see over*

Issue	Union's Initial Proposal	CSU's Initial Proposal
<b>Holiday Pay</b>	Employees should not lose holiday credit. Often, employees are not able to take time off on another date due to their manager citing operational need.	Employees who work on holidays would lose holiday credit for that day if time off isn't taken within 90 days.
<b>Schedules for Exempt Employees</b>	Employees simply cannot work 24 hours per day/seven days a week. We are human beings and we have families and personal lives. It is reasonable for the CSU to provide some flexibility in schedules to accommodate employees who have worked weekends or extended periods.	CSU wants the right to assign fixed schedules to exempt employees, with no consideration whatsoever for working long hours or extended periods.

## Raises, Rights, and Respect

### 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 would like as much input as possible.

<b><i>BARGAINING SCHEDULE 2006</i></b>	
Apr 10-11-12	CSU San Bernardino
Apr 25-26-27	CSU East Bay
May 9-10	Sacramento State
May 24-25	San Diego State

*Go to the CSUEU website for the complete list of future sessions*

**CSUEU Office Toll-free (866) 763-1452**

		<b>MEMBERSHIP APPLICATION • California State University Employees Union/CSEA</b> 1108 'O' Street • Sacramento, CA 95814 • (916) 444-8134	
PLEASE TYPE OR PRINT			
		Chapter _____	
Social Security No.	Last Name	First Name	Initial
Number and Street		City	Zip Code
Employed by		Department or Campus - work location	Room No.
Classification	E-mail	Business Phone	Home Phone
Recruiter Name			
<p>I hereby apply for membership in the California State University Employees Union (SEIU 2579 - CSEA), an affiliate of CSEA, and hereby agree to abide by the CSUEU Bylaws and Policies, including those of the CSEA Policy File. In becoming a member I authorize CSUEU to establish with the appropriate agency the withholding from my pay or retirement allowance of dues and any benefit deductions. I understand that my membership rights are set forth in the Policy files of CSUEU and CSEA, which are subject to amendment, and are affected by applicable labor contract(s) ("A Memorandum of Understanding" or "MOU") between CSUEU and the California State University, and a copy of the Policy Files and applicable MOU are always available to me by contacting CSUEU Headquarters, 1129 10th Street, Sacramento, California 95814. Should an applicable MOU provide for the maintenance of membership, I understand that I must remain a member for the duration of the MOU, except that I may terminate membership during the last thirty (30) days of such MOU.</p> <p>Unless instructed to the contrary below, CSUEU is hereby authorized to withhold from my pay an additional \$2.00 per month for CSUEU's non-partisan political activity.</p>			
 By writing my initials in this box I instruct CSUEU NOT to withhold an additional \$2.00 per month for political activity.		Signature: _____ Date: _____	
CSUEU-0001/Rev. 03/05			