



Contract Negotiations NEWS

PLEASE DISTRIBUTE

#6 / MAY 31, 2006

BIGGEST RALLY SO FAR AT SAN DIEGO STATE

One of the largest CSU campuses in the system was the site of the largest employee rally for CSUEU. Nearly 400 employees marched and rallied on May 24 for Raises, Rights, Respect. Amazingly, this represents half of all of the support staff on campus that day. Employees from all departments and all bargaining units converged on Scripps Cottage to change into union t-shirts and grabbed picket signs for a massive picket line. The feeling was electric as the line snaked across the campus, from Scripps to Extended Studies (where the bargaining teams were meeting), past the front of the President's Office in Manchester Hall and past Love Library.

In signs and song, employees spoke out about the sorry state

of employee pay and benefits and the robber-baron mentality of the system's top executives. In July 2005, campus presidents received an average salary increase of 15% and the Chancellor received 14.5%. But the compensation pool for support staff was only 3.5%.

Employees remembered the ten-year anniversary of the "Great Pay Heist" when staff service increases were unilaterally taken away by the CSU, leaving employee advancement frozen for a decade. While many employees work two jobs to make ends meet, managers rack up double-digit increases and premium benefits.



Where is the Money?

For the fifth straight month, the Chancellor's Office made no salary and benefit proposal. With only five weeks left before the June 30th contract expiration, and two weeks after the Governor's May revisions to the state budget, the CSU still has not made any economic proposals to the union.



MEMBERSHIP APPLICATION • California State University Employees Union/CSEA
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			

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.

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.

CSUEU-001
Rev. 05/06



By writing my initials in this box I instruct CSUEU NOT to withhold an additional \$2.00 per month for political activity.

Signature: _____

Date: _____

Tentative Agreements Reached on Three More Articles

Meanwhile, at the bargaining table, progress is being made. Tentative agreements were reached on Articles 11, 12 and 23. Here are some of the improvements made in our contract language.

Article 11	If a campus converts personnel files to an electronic format, the data must be maintained on a secure system, and they must maintain a log to record all access to an employee's file by a non HR-employee. Employees may submit updated resumes, commendations, copies of diplomas, certifications and licenses for placement in their personnel file, something many campuses have not allowed in the past.
Article 12	Reprimands are now defined as any written communication that criticizes or negatively comments on the performance or conduct of an employee, giving employees opportunities to respond with a rebuttal. These reprimands can be removed from the file after three years.
Article 23	After several bargaining sessions, and heated discussions regarding employee safety issues, the CSU agreed to establish university-wide safety committees on all campuses, in addition to plant operation safety committees, which are mandated by Cal-OSHA. These committees will contain representatives from each of our bargaining units. The CSU also agreed that all campuses would develop policies on workplace violence. Any campus that does not currently have such a policy would need to draft one within six months of contract ratification. The CSU had already agreed to add particulate masks and respirators to the list of safety equipment to be provided and maintained, when necessary. The CSU had also agreed to provide safety training to new employees and thereafter, on a recurring basis, when needed.

Three Top Issues

Several thousand employees throughout the state have now taken our bargaining survey, which asks employees to identify the most important issues in this year's negotiations. Pay Increases, Movement through Salary Ranges, and Workload are consistently the top priorities. Your bargaining team is working hard to address these issues.

BARGAINING SCHEDULE 2006

June 6 - 8	CSU Fresno
June 13 - 15	CSU Northridge
June 28 - 30	San Jose State

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

Raises, Rights, Respect

UNIT 2 / Health Care Support ■ UNIT 5 / Operations Support ■ UNIT 7 / Clerical/Administrative Support ■ UNIT 9 / Technical Support
1129 10th Street • Sacramento, CA 95814 • (916) 319-4800 • (866) 763-1452 (Toll-free) • www.csueu.org



BUSINESS REPLY MAIL

FIRST-CLASS MAIL PERMIT NO. 130 SACRAMENTO, CA.

POSTAGE WILL BE PAID BY ADDRESSEE

ATTN: MEMBERSHIP
CALIFORNIA STATE UNIVERSITY EMPLOYEES UNION
1129 10TH ST
SACRAMENTO CA 95814-9956

NO POSTAGE
NECESSARY
IF MAILED
IN THE
UNITED STATES

