



# Contract Negotiations NEWS

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#5 / MAY 2, 2006

## EAST BAY TURNS OUT

CSU staff and faculty joined the Union's bargaining team in a march around the campus of CSU East Bay on April 26 in support of Raises, Rights, Respect. The marchers voiced their concerns about the lack of salary increases, high workload and inability to move through open salary ranges.



Workers at Sonoma State University, Humboldt State University, CSU Monterey Bay and San Francisco State University have also recently rallied in support of the bargaining team.

Progress is being made at the bargaining table. The CSU Employees



Union and the CSU reached tentative agreements on two additional articles of the contract - Articles 13 and 25. In Article 25, the CSU has agreed to prohibit discrimination on the basis of gender identity as CSUEU had proposed. The CSU also agreed to clarify, in a side letter, that the union had the right to file complaints on behalf of employees who allege discrimination or sexual harassment. In Article 13, the parties agreed that notice to an employee who is absent

without authorized leave shall be done in person or by certified mail. We have additionally provided for notice to be sent by fax, email or regular mail. All agreements are tentative until we have reached an agreement on the entire contract, and may be changed due to modifications agreed to in other contract Articles.

Progress was made on other articles under discussion. Here is a brief status report:

Issue	Status
<b>Promotional opportunities (Section 9.2)</b>	<p>CSU backed off its proposal to require employees to do self-evaluations. The parties are in agreement that performance evaluations of employees with overall ratings below satisfactory shall include specific information regarding the areas of concern. CSUEU is proposing that uniform performance criteria be developed and used at all campuses. The CSU is resisting that concept at this time. The union is also proposing that employee evaluations not be negatively affected by increased workload or budget cuts, but once again the CSU does not see a problem in this area.</p>

*Please see over*

Issue	Status
<b>Health and Safety</b> <b>(Article 23)</b>	<p>CSUEU continues to insist university-wide safety committees on all campuses would be an asset to the working relationship between the CSU and its employees. Campus-wide committees would be in addition to plant operation safety committees, which are mandated by Cal-OSHA. The CSU is proposing to replace existing plant operations safety committees with campus-wide safety committees. CSUEU believes that this action would erode the mission and scope of plant op safety</p> <p>committees, and possibly violate OSHA requirements. CSUEU is also proposing that in order to maintain safe working environments, employees should be treated with respect and professional courtesy. CSU has agreed to add particulate masks and respirators to the list of safety equipment to be provided and maintained, when necessary. The CSU also agreed to provide safety training to new employees and thereafter, on a recurring basis, when needed.</p>
<b>Personnel Files</b> <b>(Article 11)</b>	<p>CSUEU and CSU have agreed that employees may place commendations, copies of college degrees, updated resumes, and copies of certifications and special licenses in their personnel files. We have also agreed that the Information Practices Act governs the amount of money (10 cents per page) that employees can be charged for copying material in their file. There is no charge for materials that have bearing on pre-disciplinary matters or disciplinary action. CSUEU is proposing that if a campus decides to convert personnel files to an electronic format, there must be security and access safeguards, and in the event of a security breach, affected employees must be given reasonable time off to deal with the impact of a breach. CSUEU is awaiting the CSU's response to these proposals.</p>

## Raises, Rights, Respect

### Your Bargaining Team wants your input

Visit the CSUEU website (<http://www.csueu.org>) and fill out our bargaining surveys. Our first bargaining survey seeks your input as we prioritize bargaining proposals. Our second survey, dealing with office morale, is now on line. More than 2,000 employees have already taken one or both of our on-line surveys and we need to hear from the rest of you. Please keep checking our web site for new surveys. We will be periodically posting new surveys on our website. We thank everyone for their participation in these surveys. The respondents provide invaluable guidance to our bargaining team, in a timely manner.

#### BARGAINING SCHEDULE 2006

May 9-10	Sacramento State
May 24-25	San Diego State
June 6-8	CSU Fresno
June 13-15	CSU Northridge

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

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

