



SEIU Local 2579

# Contract Negotiations NEWS

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#9 / JULY 5, 2006

## CONTRACT EXTENDED UNTIL JULY 31st

Significant movement on many articles persuaded the bargaining team to seek an extension of the contract for another month. We are continuing to make improvements in current contract language and remain optimistic that an agreement with the CSU can be reached soon.

### CURRENT ARTICLES WE HAVE A TENTATIVE AGREEMENT ON

We currently have Tentative Agreements on the following Articles: 1- Recognition, 4 - Effect of Agreement, 11 - Personnel File, 12 - Corrective Action, 13 - Unauthorized Leave of Absences, X - Family Medical Leave, 23 - Health and Safety, 25 - Non-Discrimination, 26 - Cruise Employees, and 27 - Labor Management Committees.

### MEANWHILE, THE UNIVERSITY PAY OFFER IS STILL 2%

During the June 28-30 session at San Jose State, progress was made on many non-economic items, but there are no significant changes in the economic proposals of both sides. CSUEU reduced its demands for a general salary increase from 13.7% to 13%. The CSU did not make any counter-proposals and is still offering only 2%.

We will be posting an article by article comparison of the union's proposals and management's responses. In the meantime, we wanted to share excerpts from three of the many emails we have received about bargaining.

### OUR MEMBERS SPEAK OUT

San Diego State: A "pay raise" of 2% is actually a pay cut, given the rate of inflation. I have worked at this University for more than 20 years, and while I knew I'd never get rich working here, I had always wanted to work in the university setting. However, for the past ten years, the Faculty and Staff have faced nothing but added workloads and annual (adjusted for inflation) salary reductions. I am making (again adjusted for inflation) less today than I was 9 years ago. I should be making slightly more than \$5400 a year more than I currently am to have the earning power (income) I had 9 years ago.

Last year, the Board of Trustees gave a 13% raise to the "ruling elite" - the Presidents and senior staff at the Chancellor's Office - explaining that they wanted to attract the "best and the brightest." However, when it comes to the Faculty who actually teach the classes and the Staff who make the University "work", the CSU has not stepped up to the plate.

Monterey Bay - I live in the staff and faculty housing here, because the cost of living is so expensive in Monterey County. We just had another yearly hike in rent - my housing costs are now up 6%! I am concerned that I will not be able to even maintain the cost of living in the "affordable" staff and faculty housing if they continue



### MEMBERSHIP APPLICATION • California State University Employees Union/CSEA

1108 'O' Street • Sacramento, CA 95814 • (916) 444-8134

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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: \_\_\_\_\_

RAISES  
RIGHTS  
RESPECT

to raise our cost of housing here, without providing even enough of a raise to cover the rise in costs of living. How am I supposed to keep affording the increase in housing costs if I don't make enough to meet my needs? With our staff salaries so out of line, it feels like we are going backwards - not keeping up with the average California worker. How can this measly 2% that CSU has offered be fair? It's simply not enough, and it's shameful that they think it is. Every year, the cost of living increases, and we don't even get enough to cover that, let alone having merit increases. It's time for CSU to step up and show the staff that they value us! 2% is not enough!

San Marcos - Most of our unit is grossly underpaid. What we have to make the CSU realize is that they don't have our workers under their thumb. Faculty can only work at universities, but technical people can work anywhere. I could get a job in the private sector and make \$10,000 a year more. The saddest part is that the more skills I gain, the larger the discrepancy between my CSU salary and my market value in the real world. After 3 years of no raises, we need to make up the raises we missed. The rest of the state is. The Chancellor's raise is more than I make in a year. The rest of the presidents and vice presidents received raises nearly as large. I find it quite disturbing that the people in power give themselves extravagant raises while the rest of the system starves. We need to be compensated for our actual value. Otherwise we will take our skills elsewhere!!

#### ***BARGAINING SCHEDULE 2006***

July 10 - 12	San Francisco
July 25 - 27	CSU Fullerton

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

## **UNION SUBMITS WORKLOAD ARTICLE**

CSUEU is proposing that every employee we represent should have his/her workload evaluated on an annual basis. Factors to include in the evaluation/analysis include, but should not be limited to, student enrollment (FTE and headcount), number of faculty and staff supported, assigned square footage or acreage, the number of employees and/or student assistants supervised, and the overall staffing level of the department.

Between 1992 and 2003, the total assignable square footage on all campuses increased by 19%; yet the number of custodians increased by only 5.5%. Over the same period of time, the total acreage on all campuses increased by 22% and the number of groundworkers actually declined by 6.5%. No wonder staff feel overwhelmed.

### **Don't forget to take our Parking Survey - now on our website**

The CSU wants campus presidents to increase parking fees as much as they want, whenever they want. They think students, faculty and staff should all pay the same rates, which would be unilaterally set by university presidents. They think it's fair that students can vote on whether fees are increased, but staff cannot. Tell us what you think. Make your opinions known. Take the survey on our website at [www.csueu.org](http://www.csueu.org) today.

# **Raises, Rights, Respect**

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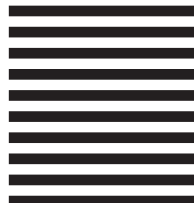
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**2%  
IS NOT  
ENOUGH.**

