



SEIU Local 2579

Contract Negotiations NEWS

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#10 / AUGUST 2, 2006

Stage Cleared for CSU's Economic Proposal

During the July 27-29 bargaining session at CSU Fullerton, progress was made on many non-economic items. The parties can now focus on the issues most important to the employees we represent: salaries, movement through the ranges, market equity adjustments, benefits, paid leaves, fee waiver, and hours of work. The CSU has promised to give us a response to our economic package at our next bargaining session.

CSUEU and CSU tentatively agreed on five more articles, bringing the total number of tentative agreements to seventeen. As a result of the ongoing progress at the bargaining table, the bargaining team agreed to extend the contract for another month. We remain optimistic that an agreement with the CSU can be reached soon. An article by article comparison of the union's proposals and management's responses can be found on the CSUEU website. Here is a preview.

Article	Description	Major Improvements
7	Grievance Procedure	Streamlined grievance procedure by eliminating one step. Stewards-in-training may attend grievance hearings as observers. If release time for processing grievance is denied due to operational need, timelines shall be extended.
8	Complaint Procedure	Mediation added as way to resolve disputes over campus-wide or system-wide policy.
9	Employee Procedure	Campuses have discretion to post open positions for campus applicants only. Job-related exams shall be based on essential job functions identified in the position description. When a department has a vacancy on a shift, current employees in the same classification in the same department on a different shift shall be given first opportunity to transfer. Time period in which to file a new reclass review reduced from 18 months to 12 months. President may grant permanency to temporary employee after 2 years.
10	Performance Evaluation	Performance evaluations should acknowledge changes affecting employee's position. Evaluators should counsel employees on below satisfactory performance before it is documented in evaluation.
24	Layoffs	Notice required for employee being laid off due to lack of work increased from 60 to 90 days.



MEMBERSHIP APPLICATION • California State University Employees Union/CSEA

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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
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RESPECT**

Excerpts from CSUEU's Primer on What's Wrong with CSU Compensation Policies to be Posted on CSUEU Website

- The way in which the CSU pays and classifies employees - compensation, reclassification, in-range progression, market salary adjustments, merit salary increases, bonuses, stipends, etc. - has been problematic for many years. Throw in staffing and workload issues, as well as salary compaction and recruitment and retention problems and you have a toxic mix of difficult-to-solve problems. The most significant problem, and the one you hear within the first fifteen minutes of a conversation with a staff employee on any campus, is the lack of movement through open salary ranges.
- For at least ten years, the CSU has insisted that funding for market equity increases, service salary increases, merit salary increases, and improvements in benefit programs come from the same inadequate pot of money known as the "compensation pool." To fund any of these programs, money has to be taken away from the general salary increase provided to all employees. Given the fact that the so-called "compensation pool" hasn't even kept up with inflation, there clearly isn't enough money in the pool to adequately fund any of these salary programs. In state civil service, funds for MSAs come from salary savings. The CSU doesn't even acknowledge there is such a thing as salary savings!
- The CSU has stated publically that staff and faculty salaries lag the market by 0% to 49%. However, they have never shared any reports or data with us that show such disparities. Nor have they provided us with any plan - written or verbal - that explains how they intend to close the salary gap within five years, which is a pledge they have made at several meetings of the CSU Board of Trustees. Moreover, the CSU has repeatedly failed to request the necessary funding for market equity increases from the Governor's budget. To read the entire report go to our website.

UPCOMING BARGAINING SESSIONS	
August 22-24	Chancellor's Office
September 12-14	Cal Poly Pomona

Raises, Rights, Respect

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