



SEIU Local 2579

Contract Negotiations NEWS

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#8 / JUNE 19, 2006

CSU FINALLY PRODUCES ECONOMIC PROPOSAL!

Your voices have been heard. Thousands of employees have rallied, sent emails or made phone calls in support of Raises, Rights and Respect for five months, we asked, "Where is the Money?" The CSU has finally made its first salary proposal, with just two weeks to go before the expiration of our three-year contract. Here is a summary of the CSU's initial proposal, as compared to the Union's initial proposal,

which we made in January 2006. Please keep in mind that these are initial proposals and the parties will now work on ways to narrow the differences and attempt to reach an agreement. You deserve more than 2% and your bargaining team is going back to the table on June 28th to fight for you.

Contract Provision	CSUEU's Initial Proposal (Jan 12, 2006)	CSU's response (June 15, 2006)
Wage Increases	13.7% (the same as presidents received)	2%
Service Salary Increases (movement through ranges)	Eliminate arbitrary SSI maximum and provide 5% increase throughout the entire salary range. SSIs should not come out of the overall compensation pool.	Retain SSI maximum and provide no SSI at all. Most employees will remain stuck near the bottom of the range for their classification. More than half of the employees we represent are in the bottom 25% of their range.
Market Salary Adjustments (for classes that lag the market)	The equivalent of 5%, not out of the overall compensation pool. If the CSU is serious about closing the gap in staff salaries, they must secure the necessary funding.	The equivalent of 1/2% for specific classifications to be mutually agreed upon during negotiations.
Parking fees	No parking fees for staff.	Allow campus presidents unlimited authority to establish fees at any level they want.
Employee Assistance Programs (EAP)	Retain programs on campuses. EAP provides a venue to assist employees in dealing with personal issues as well as a key way to defer or prevent potential disciplinary action.	Strip reference to EAP in our contract, making the elimination of the program a management option.
Miscellaneous provisions	Improvements such as stipends or bonuses for arduous pay, reimbursement of license fees, long-term disability, and many more.	CSU: "The answer's no." The CSU rejected all of our proposals.

CONFERENCE COMMITTEE REJECTS AUGMENTATION TO CSU BUDGET

On June 10, 2006, the legislative conference committee rejected the \$76 million augmentation to the CSU budget that was part of the Assembly version of the state budget. This could have provided up to an additional three percent compensation for staff and faculty. CFA and CSUEU were strongly in support of this desperately-needed increase to the CSU budget, but a variety of factors led to its defeat in the conference committee. The CSU's support came far too late - if the CSU was sincere about closing faculty and staff salary gaps, they should have been fighting for a budget augmentation from the very beginning. Sadly, the legislative leaders in both the Assembly and Senate let down

our students, faculty and staff when they failed to support this augmentation. What can we do now? We need to remind legislators that the CSU is still reeling from the effects of nearly \$500 million in budget cuts over the past few years. First, please write to the twenty-eight legislators who wrote in support of the budget augmentation. Check our website for more details and addresses. Secondly, please write to Assembly Speaker Fabian Nunez and Senate President pro Tem Don Perata, expressing your disappointment with their lack of support for the CSU.

Parking Survey on website

The CSU wants campus presidents to be given the authority to increase parking fees as much as they want, whenever they want. They think students, faculty and staff should all pay the same rates. They think it's fair that students can vote on whether fees can be increased, but staff cannot. Tell us what you think and we'll make sure the CSU hears you loud and clear. Take 90 seconds of your time and complete the survey on our website at www.csueu.org today.



BARGAINING SCHEDULE 2006	
June 28 - 30	San Jose State
July 10 - 12	San Francisco 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
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