



SEIU Local 2579

Contract Negotiations NEWS

PLEASE DISTRIBUTE

#11 / AUGUST 28, 2006

2 Percent, 2 Little, 2 Late

CSUEU spent three grueling days (Aug. 22- 24) at the bargaining table in Long Beach. On the second day, after 5 p.m., the Chancellor's Office team finally passed their proposal for Article 20, Salary. The Chancellor proposes a meager and UNACCEPTABLE 2% general salary increase for each of the next three years!

You can make a difference if you will support the team by continuing your e-mails and letters to the Board of Trustees, Campus Presidents, and the Chancellor. When the team meets again in September at Pomona (Sept. 12-14), there must be a strong showing of support with the clear message that 2% is NOT ENOUGH! Pomona is hosting a rally and those of you who can use vacation time to attend on September 12th in the campus Rose Garden from 11:30 a.m. to 1 p.m. can help raise the ruckus that will raise the offer on the table. Wear your black t-shirts and bring your picket signs. Lunch will be provided. Let Chapter President Deborah Campbell know if you can be there! (drcampbell@csupomona.edu) See below for a sample letter/email we are asking employees to write.

Despite the lack of movement on the economic front, there were other significant developments at the table. The CSU has agreed to a three-year term with full maintenance of our current healthcare benefits. The 100/90 formula for health benefits will be maintained and the CSU will continue to pay for 100% of our dental care and vision care insurance. The importance of these items cannot be overemphasized. The parties have also agreed to another contract extension — through September 30, 2006.

Show us the Money

The CSU has allocated the equivalent of one-half percent (½%) of a general salary increase to be used for market salary adjustments in each of the three years of the proposed multi-year agreement. These funds would go to employees in classifications which lag the market, which have recruitment and retention problems, or where there are internal equity problems. The CSU has not yet presented a list of classifications they think should receive these salary adjustments. And, like last year, the CSU has clearly stated that they are unwilling to move the ½% set aside for market salary adjustments to the general salary increase.

Last fall, the CSU publicly committed to reducing the faculty and staff salary gap within five years. How can a total compensation pool of only 2.5% per year close a gap that they admit is as much as 50% for some classifications? Moreover, the CSU proposal doesn't even keep up with the cost of inflation – pegged at 4.1% over the last fiscal year. And, they want to give University Presidents the unlimited authority to raise parking fees as high as they want. So, instead of closing the salary gap, the CSU is proposing to increase the salary gap. Two percent, two little, too late!



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: _____

CSU Stanislaus – Campus of Choice

The CSU Employees Union would like to take this opportunity to publicly thank the new president of CSU Stanislaus, Dr. Hamid Shirvani. Under his administration, fifty three percent (53%) of CSUEU-represented employees received in-range progressions over the past year. We appreciate that President Shirvani recognizes the importance of moving employees through the salary ranges.

Sample Letter/Email

Dear Chancellor / CSU Board of Trustees Member:

I work at _____ campus. A salary increase of 2% is too little, too late. I have to [work two jobs - cut my grocery allowance - not take a vacation, etc.] in order to keep working for the CSU. Staff salaries have stagnated for years while we watch managers and executives put more and more money in their pockets. The argument that it is cheaper to pay executives than to give staff a raise doesn't cut it. The real problem is that the employees who clean the campus, do the groundwork, provide healthcare, administrative and technical support for administrators, faculty and students, are undervalued and underpaid. And we are sick and tired of being last in line for whatever drops may be left over when executives are through draining the compensation pool.

Stop telling us to eat cake if we have no bread. Get real. Treat us fairly and honestly, and fund our salary increases with dollars that count. We work hard for you. We want to continue to do so.

[Signed or unsigned]

Wear Black on Fridays

Next Bargaining Session: September 12-13-14 Cal Poly Pomona

Raises, Rights, Respect

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