



SEIU Local 2579

Contract Negotiations NEWS

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CSUEU and CSU reach Tentative Agreement on 3-year Contract

The CSU Employees Union, SEIU Local 2579, is pleased to announce that we have reached a Tentative Agreement (TA) with the CSU for a three-year contract from July 1, 2006 through June 30, 2009.

Economic Package

One of the major goals of the CSUEU bargaining team was to maximize the General Salary Increase (GSI) that goes to all employees. Over the three years of this contract, we were able to reduce the amount of funds that the CSU wanted to devote to market equity adjustments, thereby increasing the GSI proportionally. Although we recognize that many classifications we represent lag the public and/or private sector, we also know that many years of inadequate pay raises have impacted all of the staff we represent. We convinced the CSU that we had to take care of GSIs first and that we would address market equity issues more aggressively in future contracts. The allocation of market salary adjustment funds for 2006 will be determined by CSUEU. For 2007 and 2008, after the state budget is enacted, we will negotiate with the CSU over the specific classifications to receive market equity increases and the amounts for each, within the sum of money set aside for this purpose.

Item	FY 2006/07	FY 2007/08	FY 2008/09
Total Compensation	4.000%	5.250%	5.750%
General Salary Increase (Effective 8/01/06)	3.000%	3.696%	3.942%
Service Salary Increase	1.000%	1.000%	1.000%
Market Equity	0.324% GSI equivalent	0.992% GSI equivalent	1.210% GSI equivalent

Reopener if CSU funding changes

There will be a reopener of Article 20 (Salaries) for FY 2007 and FY 2008, ***only if CSU does not receive necessary funds from the State Budget, or if they receive additional funds.*** Negotiations on economic issues in preparation for FY 2009 budget may commence after July 1, 2008. This agreement is in conformance with the intent of HEERA, which envisions prospective bargaining

Movement Through Salary Ranges

Another major priority of CSUEU was to enable more employees to move through salary ranges. The TA provides that the SSI Maximums of each classification will increase by five percent per year. Over the life of this agreement, this will enable 2700 employees who are now at SSI MAX to receive SSIs. In 2006-2007, a bonus of \$1588 will be paid to those employees who are still at or above SSI MAX (as a result of moving the effective date of the GSI to August 1, 2006).

Fee Waiver

All category 1 fees, including campus academic fees and college-based fees, will be waived for employees. CSU can charge student body fee to dependents. The age limit of eligible children has been raised from 23 to 25. Fee waiver will include undergraduate, graduate, credential and summer term courses, if state-supported.

Rural Health Care Stipend and In-Range Progression

The rural health stipend will be raised from the current \$500 per year to \$1500 per year, over three years. ***Employee-requested In-Range Progressions were reinstated***, with the same procedures as are in-place for reclass requests.

Shift Differential

Employees who are regularly assigned to work less than 4 hours between 6 PM and midnight will receive a shift differential of \$1.25 per hour for each hour worked between 6 PM and midnight. Employees who are regularly assigned to work less than 4 hours between midnight and 6 AM will receive a shift differential of \$2.20 per hour for each hour worked between 6 PM and midnight.

Parking Fee Increases

Any parking fee increases are tied to the implementation of increased fees for faculty. ***If there is no parking fee increase for CFA, there will be no increase for CSUEU. If CFA does have a parking fee increase, CSUEU*** agreed to gradually allow campuses to increase parking fees to the same level paid by students as follows: Fees can be increased by up to \$3 month, effective January 1, 2007. Fees can be increased by up to \$6 month, effective September 1, 2007. Fees can be increased by up to \$9 month, effective September 1, 2008. In addition, CSUEU and CSU have agreed to a side letter that if the 2006/09 contract is extended, or if the parties are unable to reach a successor agreement by September 1, 2009, the parties would enter into another side letter in which the parties agree that by June 2010, employees would be paying the same parking fees as students only if CFA has a parking fee increase.

Ratification Schedule

The full text of the Tentative Agreement, summary documents and ballots will be mailed out to members and fee payers over the next two weeks. In order to have your ratification vote count, you must be a CSUEU member. Fee payers for whom we have a good address will receive a membership application and must complete and enclose it with their ballot in the return envelope provided. Meetings will be held on campuses throughout the state to provide you with more information and to answer any questions you may have. Information regarding those meetings will be posted to our website as soon as we have it.

Bargaining Team Roster

Pat Gantt, President
Dennis Dillon, Vice President, Representation
Pam Robertson, Chair, Bargaining Unit 2
Lynn Barba, Vice Chair, Bargaining Unit 2
Sharon Cunningham, Chair, Bargaining Unit 5
Bill Patton, Vice Chair, Bargaining Unit 5

Donna Dodrill, Bargaining Unit 5 Council Member
Annel Martin, Chair, Bargaining Unit 7
Vera Acevedo, Vice Chair, Bargaining Unit 7
Rocky Waters, Chair, Bargaining Unit 9
Dan Westbrook, Vice Chair, Bargaining Unit 9

Staff

Virginia Watts, CSUEU Administrator
Teven Laxer, Chief Negotiator

Jorge Salinas, Senior Labor Relations Representative

 MEMBERSHIP APPLICATION • California State University Employees Union/CSEA 1108 'O' Street • Sacramento, CA 95814 • (916) 444-8134			
PLEASE TYPE OR PRINT			
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			
<p>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.</p> <p>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.</p>			
CSUEU-001 Rev. 05/06		<input type="checkbox"/> By writing my initials in this box I instruct CSUEU NOT to withhold an additional \$2.00 per month for political activity.	Signature: _____ Date: _____