



Contract Negotiations NEWS

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#3 / SEPTEMBER 7, 2007

UNREASONABLE CSU POSITION ON FY 2007 COMPENSATION FORCES IMPASSE IN NEGOTIATIONS

Our contract with the CSU was predicated on the CSU receiving 1% more than “compact” funding. The state budget signed by Governor Schwarzenegger failed to provide the CSU with the extra funding. Therefore, CSUEU and CSU returned to the bargaining table on September 6th to reopen bargaining on compensation for FY 2007/08.

In July 2007, CSUEU presented a proposal to the CSU, seeking to maximize the amount of the general salary increase by not funding the 0.992% market salary adjustment which would have targeted only a few of the 200 classifications represented by the union. This resulted in a General Salary Increase proposal of 3.688% for all employees.

On September 6th, the CSU rejected the union’s proposal and insisted that the equivalent of a 1% general salary increase be dedicated, in unknown amounts, to unspecified classifications for the purpose of providing market salary adjustments. The CSU acknowledged that this would result in a smaller general salary increase.

CSUEU informed the CSU that the biggest problem regarding salaries was salary stagnation – caused by the elimination of salary steps in 1996 and the failure of the CSU to use in-range progression to move employees through the open salary ranges that were unilaterally imposed. IRPs were intended to be used to recognize assigned or enhanced skills, performance, and lead work assignments, as well as to help retain employees in classification with salary lags. Most CSUEU-represented employees remain clustered at the low end of their salary range. The CSU’s failure to move employees through their classification’s open salary range must be addressed separately from cost-of-living increases.

In FY 2005/06, out of 16,000 CSUEU-represented employees, only 6% received IRPs!

CSUEU and CSU also discussed compensation for FY 2008/09, but failed to reach an agreement. The next step is for CSUEU and CSU to file a petition to the State Public Employment Relations Board declaring impasse and seeking the appointment of a state mediator to facilitate a resolution of these issues.

Comparison of CSUEU and CSU proposals

	<u>CSUEU Proposal</u>	<u>CSU Proposal</u>
Total package	4.25%	4.25%
General Salary Increase	3.688%	2.707%
Service Salary Increase	1.00%	1.00%
Market Salary Adjustments	None	1.00%

**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			

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 to withhold an additional \$2.00 per month for political activity.

Signature: _____

Date: _____

UNIT 2 / Health Care Support ■ UNIT 5 / Operations Support ■ UNIT 7 / Clerical/Administrative Support ■ UNIT 9 / Technical Support**1129 10th Street • Sacramento, CA 95814 • (916) 319-4800 • (866) 763-1452 (Toll-free) • www.csueu.org**