

Classification Committee Meeting

October 2013

Present: Nancy Kobata, Lori Williams, Matthew Kay, Rose Greef – Mario Mena excused

Not present: Staff assigned or Unit 5 or 7 representatives.

The Committee met 10/12 and 10/13 the Holiday Inn Capital Plaza, Sacramento. This meeting was held in conjunction with the Bargaining Unit Council meetings. The classification committee spent their committee time preparing information for the bargaining team that we would like to see negotiated in our next contract. Some of these are “in concept” proposals only. Our recommendations are as follows:

- a. Language limiting time base of appointments
- b. ½ time in multiple classifications should equate to full-time in the higher paid classification
- c. Language re: number of reappointments annually
- d. Contracting out – none of our work should be contracted out
- e. Article 9.20 – an employee that has previously met the probationary period in a lower classification may request that the probationary period be waived or shortened (stronger language)
- f. Article 9.24, 9.25 – change from salary increase of at least 5% to at least 10%
- g. Article 9 – employees reassigned to a “lateral” position (ex: Equip tech III to ITC – same salary range) should receive salary increase of at least 10%
- h. Article 9.29 – change from 180 days to 90 days
- i. Article 9.30 – appeal should be heard by an administrator not associated with the department/division
- j. Article 9.31 – HR representative? – need a neutral party (panel – including CSUEU rep, CO classifier, HR representative) to hear the denial appeal
- k. Article 9.32 – eliminate
- l. Article 9.x – all position descriptions shall be consistent with the classification standards
- m. Article 17.12 – eliminate
- n. Article 9.3 – eliminate last sentence; include inter-campus applicants
- o. Article 9.8 – everything transfers (sick leave and vacation leave; seniority)
- p. Article 9.10 – emergency temporary hires should be no more than 90 days, no reappointments without a break of service (then emergency appointments are not considered on-campus candidates)
- q. Article 9.xx – HR must notice CSUEU of new hires at least 7 days prior to making an offer to a non-represented person
- r. Nepotism policy – (examples from Classification Committee – Rose, Lori, Nancy)

In joint session, both the representation and classification committee reviewed the Intake forms for grievances.

- i. CSUEU Represented Employees’ Rights and Responsibilities
- ii. Grievance Investigation Worksheet

iii. Initial Interview Data

On Sunday, the committee split up to meet with all of the individual BUC's to address classification issues in each bargaining unit. In Unit 2 and 5, time was spent going through the Classification clean up sent by the Chancellor's Office for review. Other issues discussed in both Unit 2 and 5 were contracting out, and updating language so that employees can move through the salary ranges.

Special thanks goes to Lori Williams, Vice Chair for taking notes during these meetings – her dedication and assistance are much appreciated!

Respectfully Submitted,

Nancy Kobata