

CSUEU Representation Committee Meeting

11-12 October, 2013

Holiday Inn, Sacramento

Attending: Alisandra Brewer, Pam Robertson (acting Chair), Sharon Cunningham, John Orr, Rich McGee, Lisa Bush (acting Vice Chair, Saturday only), Mike Chavez, Rocky Sanchez, Susan Smith, Pat Gantt (Friday only), Lois Kuglemass, Nancy Yamada (Saturday only)

Review cases for arbitration: four cases were reviewed and approved or denied.

Arbitration Decisions & Settlements Review: An arbitration loss regarding layoffs was discussed in detail.

Database progress report: ACSS is live and has identified issues that CSEA IT is trying to work out before it's our turn.

Calendar Review: dates of upcoming events, submission of BT members' unavailable dates. This calendar is working very well, as anyone on the Activist can view it and see the Team's availability:
<https://activist.csueu.org/RepresentationLayoffs/RepCalendar/tabid/189/Default.aspx>

The Bargaining Unit Chairs reported on their current focuses. Classification and contracting out issues were the main topics.

The committee considered a draft Ground Rules for Bargaining. This is an unofficial, internal document stating guidelines for conducting bargaining sessions. Its purpose is to avoid confusion and expedite bargaining sessions.

As we are entering full-contract bargaining this winter, New Stewards Training is wrapping up for the current contract. The intended last SoCal Training was October 4/5 in Northridge with 10 new stewards certified. Humboldt has been promised one for some time, and is scheduled for December 6/7. One more will be scheduled for NorCal, and we will ask for interest and hosts at the November

BOD. After that, there will be no more until after ratification of the new contract, at which time all current stewards will need to recertify and the RepComm will need to review the current training and make any necessary changes based on the new contract. However, Brenda Brown, Rocky Sanchez and Rich McGee have offered to do one more, two-Saturdays training, at Pomona, as there are still a few officers that need training.

Chief Stewards Training was held in August, 2013. Joseph Jelincic did a great job as staff assigned. Instead of a classroom-style training, the meeting was more of a round-table discussion to encourage participation and sharing of knowledge. We had a range of Chief Stewards from decades of experience to one who was certified as a new steward three days before the meeting. Everyone participated and shared and helped make this a valuable weekend.

Meet and Confer issues:

Review and updating of latest spreadsheet of current M&C issues.

The campaign on Unit 5 custodial contracting out has been going very well, with increasing victories at campuses throughout the system. Work is to be returned in-house on many campuses. It is imperative that we keep up the vigilance on all campuses, and demand M&Cs on any new or successor contracts.

We've seen a big increase in Video Surveillance. While cameras can be a crime deterrent and safety enhancement, they should never be used as a substitute for managers doing their job. At least three cases of members being disciplined because of something found on video recordings have occurred recently, so we are actively pursuing M&Cs on any and all video surveillance policies, to ensure they are not used inappropriately.

Classification issues: Unit 7 clean-up is done, and they are in the middle of Payroll Technician right now. Units 2, 5, and 9 are working on their class clean-ups.

A final wrap-up discussion of the 2013 Reopener on Articles 20 and 21. All CSUEU represented employees will receive the 1.34% increase promised by the Chancellor. While this is hardly a down-payment on the lack of any movement in the past six years, it's a start. Many proposals were brought by our Team regarding longevity, long-term pay, and percentages that would bring our employees up to where they should be. Many politicians in Sacramento have no interest in providing any increases to any state workers. We worked hard to pass Prop 30 and defeat Prop 32, and deserve a bit more consideration. We will be carrying these arguments forward into next year's negotiations. However, the team felt that the straight 1.34% was more than unfair to the lowest paid of our employees, and made one final ask that no-one receive less than a \$40 per month raise. The CSU

agreed that that was something worth doing and thanked CSUEU for the proposal. Anyone making less than around \$2950 per month will see a \$40 minimum increase.

Unfortunately, the CSU has informed us that the State Controllers Office is tremendously backlogged and will not be able to process our raises until early next year. It is likely that increases will not be in our paychecks until the March, 2014 paycheck. This is beyond the control of the CSU. Raises will still be retroactive to July 1, 2013, and a separate check will be cut for each employee's retroactive pay. In addition, the Team got language in the reopener that anyone denied an IRP must be given a written reason for the denial. The full agreement is retroactive to July 1, 2013, so any denials since then are owed a written reason.

Full-Contract Bargaining prep work

Our survey is live! We are campaigning to get maximum participation. Participation in the 2011 survey was about 26% of overall represented, with some chapters having as high 50% participation! Let's do even better in 2013!

Full-contract Bargaining Timeline: The Bargaining Team will meet during the November BOT at the Office of the Chancellor to choose which articles will be included in our sunshine proposal. This will be taken, along with the latest survey data to Board at the November BOD for finalization. The sunshine proposal window for CSUEU is January 1 to February 1, 2014. Bargaining will begin shortly thereafter, with the intent of finishing up before the June 30 expiration of the current contract.

In addition, the Bargaining Team will be at the Office of the Chancellor for a day-long meeting with Associate Vice Chancellor John Swarbrick focusing on the broken compensation system. The Chancellor recognizes the need to find a better way. While management feels that steps are an unsustainable relic of the 20th century (their words, not ours), IRPs are not working as a viable answer. It doesn't work at all for some classifications, and it works poorly at best for others.

The RepComm joined the Classification Committee for a joint discussion. They'd identified specific problems with Articles 9 and 17 that they shared with us, verbally and in writing.

Nancy Yamada, staff attorney, joined both committees to review the Representation Policy Summary. This is ready for widespread distribution, and will be added to the CSUEU website. Nancy has reworked the Representation Form for Grievances and Complaints. This is the form for a new client to sign that informs them of what we will/won't do and what their responsibilities are to the Steward. There is an older version out there which is somewhat confusing as it also

includes SPB and fee-payer information. It is not a problem to still use this form, but we will make sure that the only one on the website is the new one. Nancy made a separate form for SPB (discipline) cases, which will be used primarily by LRRs.

There are also several Intake forms out there, and copies of some of them were passed out. As long as a form doesn't ask any inappropriate or illegal questions, we decided there is no reason to settle on just one. Stewards may use one of these or create their own. They are only to aid in gathering information.

A search for a Denial of Representation Form turned up nothing. However, denials have sometimes been done haphazardly in the past, and a detailed guidelines document would make it easier and safer for all. Creating such a form would be best done by a staff member, so the VP for Rep will take the project to the upcoming Staff Meeting.

Next Rep Committee Meeting - TBD (February or March), Sacramento. The body felt that it would be beneficial to meet in concert with the All Committee meetings. They would like others to be able to attend BU Councils, and the Rep Committee needs to have joint committee meetings with many of the other committees.

Adjourn