

Statewide President

Castillo, Kenneth

My name is Kenneth Castillo, and I am honored to announce my candidacy for the position of CSUEU President. As a member and a leader at the CSUEU I have always been committed to representing and advocating for the rights and interests of all our members. Throughout my time as a CSUEU member and leader I have pushed back on problems that our members face, I have stood in support of issues that we have challenged the CSU against, and I have participated in statewide Union actions. I have been a proud and active member of our Union for 20 years, while my commitment and dedication have been to our membership.

If elected as your President, I would enhance communication and transparency by cultivating a culture that focuses on direct and honest communication between the executive officers, the board of directors and the chapters. I will ensure that our chapters and its membership is informed and engaged in the decision-making process while giving chapter leaders the respect of being informed of the process.

The key to a stronger union is to have powerful chapters and for chapters to succeed we need to focus on training all our chapter leaders. No chapter shall be ignored or left behind. As President I will commit to traveling to all our chapters on a regular basis to listen, to train, and develop our leaders. I believe that the success of our chapter depends on the leadership growth of the chapter executive board. Creating a powerful chapter will help us empower our members and our student workers in forming a union culture that the CSU will respect.

With your support, I am confident that we can build a stronger, united, and resilient union that truly represents the voices and expectations of CSUEU members while empowering our chapter leadership. Together, let's create a stronger union by creating powerful chapters.

Thank you for your consideration and trust. In Solidarity and Stronger Together.

Kenneth D. Castillo

President Chapter 311 L.A.

Hutchinson, Catherine

Dear Members,

As we embark on this journey together, I envision a Union that stands strong today and paves the way for a prosperous tomorrow. My campaign is centered on four key pillars, each vital for the growth and empowerment of our Union and its members.

1. **Revamping** Hiring Processes and Title IX for Efficiency and Fairness. We're committed to eradicating inefficiencies and injustices in our hiring processes. Through Title IX reform, we'll ensure transparency, fairness, and respect for all CSU staff and students. Administrators and upper management will face accountability, with decisions grounded in merit. We aim to streamline hiring, eliminate delays, and value every member's time and dignity.

2. **Implementing** a STEP System for Member Progression. Our members are the heart of our Union, and we must provide them with the tools and support they need to thrive. We will ensure that every member has the opportunity to progress through the STEP system based on their merit and dedication. Investing in our members' growth and development strengthens our Union and empowers individuals to reach their full potential.

3. **Strategic** Vision with a 5-Year Business Plan. We understand the importance of clear direction and concrete goals. That's why we are committed to crafting a comprehensive 5- year business plan that will serve as our roadmap, guiding us toward success. This plan will outline our objectives, strategies, and the necessary steps to achieve them, ensuring that our decisions are in the best interest of our members and the Union.

4. **Empowering** to Organize the Unorganized and Standing United. We cannot overlook the struggles of our auxiliary workers who labor alongside us, often without the same benefits or job security. It's time to extend a hand of solidarity and welcome them into our Union family. We will work tirelessly to organize the unorganized, advocating for fair wages, benefits, and job protections for all workers. We will stand together, stronger and more united than ever.

In conclusion, my campaign is not just about promises; it's about action and accountability. I am committed to delivering honest and tangible results for our members today and in the future. Together, we will build an inclusive Union that is empowering and dedicated to the well-being of all its members.

Join me as we embark on this journey towards a brighter future for our Union and all who call it home.

Solidarity forever,

Catherine Hutchinson

Candidate for CSUEU Statewide President

Team Winning Together 2024

Vice-President for Organizing

Foote, Erin

My name is Erin Foote, and I am honored to have been asked by our current leadership team to run for Vice President of Organizing. As a member of the Winning Together 2024 slate, I am enthusiastically requesting your vote.

I have been a steward for almost 5 years. In that time, I have held many positions in chapter leadership—Bargaining Unit Representative, Chief Steward, Vice-President, Organizing Chair and now President. I know first-hand the challenges chapter leaders are facing. As VP for Organizing, I will work alongside the incredibly talented and experienced organizers within our organization, and build strong, regional teams for regular blitz and NEO support. I have also served on the statewide Legislative Committee for the past three years and had the privilege of helping orchestrate the last two Lobby Days in Sacramento. When elected, I will continue to grow our strength at the ballot box by working closely with the Legislative Committee and Political Director to grow PAC and our relationships with legislators. Elected officials will know our campuses and our faces in the halls of power, and we will hold them accountable for funding the system and our salaries.

As a member of the Winning Together 2024 slate, I am committed to our RISE agenda, as well as building back our member power. With the VP for Organizing position vacant, we have lost 3% of membership. I am committed to rebuilding our member density as well as increasing the number of people we represent. Unions should be a place of collaboration. As Vice President for Organizing, you can count on me to build a CSUEU where every person belongs.

I bring 20+ years of political and social justice organizing to the table, experience I have been laser focused in applying to the growth and resilience of our union. From organizing

my first boycott in high school in my Orange County hometown, to registering voters in San Francisco in my early 20's, to leading the General Assemblies at Occupy Oakland, to knocking doors and writing postcards for everyone from school board to state assembly candidates in my current home of San Luis Obispo, I have learned what it takes to identify and grow leaders, maintain volunteer organizations and work across differences to build strong, diverse coalitions that win real gains for working people.

I think unions have the power to change the world. You can count on me to work tirelessly towards that goal. To learn more about our slate and the Winning Together 2024 RISE agenda, please visit our website, where you can also donate, join the mailing list, or add your name to our growing list of endorsements: winningtogether2024.com

Maciel, Hector

I am excited to announce my candidacy for Vice President for Organizing at CSUEU. With our union at a critical juncture, my campaign is dedicated to invigorating our membership across all 23 campuses. Our union's strength is our unity, and I aim to enhance this through strategic organizing and membership engagement.

Key Initiatives:

1. Membership Growth: I plan to collaborate closely with each chapter to boost membership by tailoring engagement strategies that meet the unique needs of each campus.

2. New Employee Orientation (NEO): I aim to work with each chapter to secure a dedicated 30- minute segment during NEO sessions for union introduction, ensuring consistent access across all campuses.

3. Robust NEO Program: Establishing a standardized NEO framework with reliable backup processes is crucial. This will guarantee that our NEO efforts are unaffected by unexpected absences and maintain our outreach effectiveness.

Qualifications and Experience:

1. Proven Success: I developed a highly successful NEO program at Pomona, achieving membership rates between 88% and 90%—the highest across the CSUEU. This experience positions me uniquely to replicate this success system-wide.

2. NEO Expertise: As a seasoned NEO specialist, I have trained chapter presidents, organizational chairs, chapter officers, labor representatives, and stewards in effective membership strategies that consistently yield high engagement results.

3. Extensive Experience: With over seven years in NEO roles, I have honed the best practices and methodologies for persuasive membership drives, including leading successful membership blitzes at multiple CSU campuses in recent years.

4. Leadership: My tenure as President of Chapter 319 at Cal Poly Pomona has equipped me with the leadership skills necessary to foster one of the strongest chapters within our union.

My campaign is about more than just increasing numbers; it's about building a resilient and engaged community that supports every member. Together, we can ensure our union is more robust and representative than ever.

Thank you for considering my candidacy. I look forward to the opportunity to serve and make a significant impact in our collective efforts.

Sincerely,

Hector M Maciel

Former Chapter 319 President

Salazar, Monika

I am honored to announce my candidacy for the position of Vice President for Organizing. As a dedicated union member, I have served as the Organizing Chair at Cal Poly Pomona for more than 6 years. During my tenure, I have increased our chapter membership up to 89%, This is the highest membership of all 23 CSU campuses including the Chancellor's Office. I have served on the Statewide Organizing Committee since 2020 and during that time I helped all of the CSU campuses increase membership by signing up more than 1200 new members.

My vision for this role is built on principles of honesty, transparency, teamwork, and engagement. Here's what I bring to the table:

1. **Honesty:** I believe in open and honest communication with all members. Transparency in decision-making and clear information sharing are foundational to building trust within our union.

2. **Transparency:** I am committed to transparent processes and actions, ensuring that every member understands the direction we are heading and the reasons behind our decisions.
3. **Teamwork:** Collaboration is key to success. I will work tirelessly to foster a culture of teamwork, where every member's voice is heard, valued, and integrated into our organizational strategies.
4. **Engagement:** Let's make organizing and union activities enjoyable! I believe that injecting FUN into what we do strengthens our bonds, boosts morale, and ultimately leads to more engaged and committed members.

In addition to these core values, I propose the following initiatives:

1. **Training:** Empowering our members through training programs is vital. I will focus on providing comprehensive in-person training opportunities to the organizing chair at each campus. Union release time will be provided in order to enhance skills, knowledge, and leadership capabilities among our members.
2. **Referral Program:** I will create a referral program to encourage those who actively contribute to recruiting new members and growing our union family. I'm a firm believer, that injecting FUN into what we do, strengthens our bonds, boosts morale, and ultimately leads to more engaged and committed members.
3. member involvement and recruitment by rewarding those who actively contribute to growing our union family.
4. **Local/State Partnerships:** I am committed to forging partnerships with other organizations throughout California and within the local communities to expand our network, share resources, and amplify our collective voice for greater impact.
5. **Member Support/Involvement:** I will actively encourage and facilitate member support and involvement in union activities, ensuring that every member feels valued, heard, and empowered to contribute to our shared goals.

Together let's build a stronger, more united union where every member thrives. Your support and involvement are crucial, and I am excited about the opportunity to serve you as Vice President for Organizing.

Monika Salazar

Vice-President for Finance

Kotow, Yuushi

If elected for VP of Finance, I will bring integrity, honesty, and transparency to the CSUEU. I believe we all must do our due diligence and make sure we are being fiscally responsible with the member's dues entrusted to union leadership. This means we all must be engaged and willing to ask if we are utilizing the funds to its maximum potential in order to accomplish Union goals. I always strive to fight for better wages, working environments, and fair process.

I bring experience as the Chapter 313 President for over 3 years, and President of a student organization during my school years at California State University, Long Beach (CSULB); I've also completed their leadership program for student organizations during that time as well. I oversaw all operations including but not limited to, recruiting, projects, marketing, and finances. I am particularly interested in the financial side of CSUEU as I believe it is crucial to understand how our funds are being used.

In the past, I've created and balanced budget sheets, maximized savings/investments and reduced costs, while maintaining a level of quality, where ever possible. I personally manage my own finances and investments, and do my due diligence filing proper taxes and maintain record keeping. I will bring that experience to CSUEU and bring a positive attitude that encourages a high work ethic and welcomes transparency.

Vincent, Vanessa

I am Vanessa Vincent, Chapter President of San Marcos, and I am thrilled to nominate myself for the candidacy of Vice President of Finance for CSUEU. I have demonstrated exceptional leadership qualities, extensive experience as a Chapter President, and unwavering commitment to activism, advocacy, transparency, democracy, and communication, I am confident in my ability to excel in this vital role.

Throughout my six-year tenure as Chapter President, I have consistently demonstrated dedication to advancing the interests of our members and upholding the core values of our union. My advocacy efforts have been instrumental in championing the rights of our represented staff. I have a proven track record of actively engaging with members, listening to their concerns, and advocating tirelessly on their behalf. My efforts have fostered a collaborative environment, leading to substantive improvements in workplace conditions,

more effective staff representation in decision-making processes, and quicker issue resolution at our chapter.

One of my most commendable qualities is the unwavering commitment to transparency and democracy within our union. I have consistently advocated for open communication channels, ensuring that all directors and members have access to relevant information and opportunities to participate in our open statewide meetings. I have been a vocal proponent of accountability and transparency in financial matters, advocating for thorough and accessible financial reporting mechanisms. I firmly believe that every member has the right to understand how union funds are being utilized and to hold leadership accountable for financial stewardship.

In order to uphold transparency, as the VP of Finance I would implement best practices that provide clear and accurate information and ensure that our organization's financial statements are in order, provide bi-monthly training for treasurers, that CSUEU budgets are distributed in a timely manner, meeting minutes, and other documents are clear, concise, and accurate. I will communicate regularly keeping our directors and members informed about important decisions, updates, and changes through regular communication. I would be open to questions and feedback and encourage our directors and members to ask questions and provide feedback to the best of my ability. I will respond promptly and transparently to inquiries and ensure compliance with our governing documents. Through these best practices, together as a union, we can help maintain transparency and trust within our organization, which is essential for building strong relationships with directors and our members.

In conclusion, I believe that I possess the exemplary qualities and experience necessary to serve as Vice President of Finance for our union. My proven leadership, activism, advocacy, commitment to transparency, democracy, and communication make me the ideal candidate for this critical role. I wholeheartedly thank you in advance for your trust and support during my candidacy. Together, under my leadership, we can continue to advance the interests of our union and work towards a brighter future for all members.

In Solidarity,

Vanessa Vincent

Chapter 321 President San Marcos

(ella, she, her)

Wilson, Terry

My name is Terry Wilson, and I am running for a second term as the Vice President for Finance. Previously, I was the Chapter President at Fresno State where I also served formerly as Chief Steward and Secretary. Since December 2020 I have been the Vice President for Finance for CSUEU, Chair of the Finance Committee and a member of the Legislative Committee. My number one objective in running for office is to ensure that CSUEU has the financial means to serve its members well into the future. In addition, that our investment portfolio and investments are professionally managed and safe guarded, maximizing return while reducing exposure to risk.

With the Finance Committee, we have invested funds with Edward Jones and continue to increase CSUEU's portfolio, \$1.3 million dollars in my tenure. Last year, we reinvested \$129,000 in dividend returns, a powerful tool to passively improve our investment income. I also made good on my campaign promise to purchase us a building. Our home at 910 K Street has already tripled in value and is now worth nearly \$9 million dollars.

I will continue to increase and maximize our portfolio with Edward Jones and upgrade our building, so that we can build off the solid foundation that we have created, allowing us to enjoy the highest degree of financial solvency our union has ever known.

My extensive background in the investment arena, spanning over 25 years and including education from prestigious institutions such as Pennsylvania State University, Stanford University, and the University of Maryland, equips me with the expertise needed to navigate complex financial landscapes and provide the most secure financial future for our union.

Furthermore, I am committed to advancing the goals outlined in the Winning Together 2024 RISE agenda. In line with our strategic vision, we will develop a comprehensive 5-year business plan to guide our decision-making and prioritize the interests of our members. Together with my fellow candidates, I pledge to prioritize reforming Title IX procedures, revitalizing shared governance, and organizing new workers in higher education. We will continue to leverage our relationships with legislators from both parties to secure adequate funding for the CSU system and ensure equitable treatment for all employees.

I am running with Catherine Hutchinson, Jessica Westbay and Erin Foote. I am humbly asking for your vote for our officer team. To learn more about our slate and the Winning Together 2024 RISE agenda, please visit our website, where you can also donate, join the mailing list, or add your name to our growing list of endorsements:
winningtogether2024.com

Thank you for your time and consideration.

Terry Wilson

Vice-President for Representation

McCulley, Dawn

I, Dawn McCulley, am honored to announce my candidacy for the position of **Vice President of Representation**, and I seek your support.

For over two decades, I have been deeply engaged in the CSUEU labor movement, advocating tirelessly for the rights and well-being of our collective membership. Throughout my journey, I have collected a wealth of experience and knowledge, driven by an unwavering commitment to our shared values of unity and solidarity.

As Vice President for Representation, my vision is to foster a union that stands as a pillar of strength and support for every member. Drawing upon my extensive experience as an active steward, I am dedicated to building an inclusive and empowered community that not only safeguards our rights but also uplifts our voices in the workplace and beyond.

At the local level, I have had the privilege of serving in various leadership capacities, including President, Vice President, Chief Steward, and Unit 7 Representative. In these roles, I have spearheaded initiatives to enhance member engagement and empowerment, resulting in tangible outcomes such as an impressive 80% approval rate for IRPs, consistently maintaining membership rates above 80%, and ensuring staff representation on all campus committees and executive-level search committees.

Some of my notable contributions include developing comprehensive workshops and programs tailored to our members' needs, mentoring stewards to cultivate leadership skills, and advocating for policies that advance our collective goals. Through collaborative efforts and effective representation, I have played a pivotal role in strengthening our chapter and ensuring that every member's voice is heard and valued. At the statewide level, as a member of the statewide bargaining team, I played a key role in securing substantial salary increases (17% GSI) and salary steps. Previously, I served on policy file and classification committees. I initiated monthly meetings for Bargaining Unit 7, offering updates, steward and member support, and a career advancement information session.

If entrusted with the role of **Vice President of Representation**, I am committed to escalate our collective voice, advocating for our member rights with unwavering determination, and fostering a culture of solidarity that empowers each member to thrive. Together, let us continue to build a union that not only defends our interests but also is transparent in the spending of union dues.

Thank you for considering my candidacy. Please be assured you have my unwavering commitment to transparency and accountability in our union's operations. I believe in ensuring that every initiative we undertake is not only agreed upon collectively but is also backed by transparent spending practices that prioritize the collective benefit of all members, rather than personal gain.

Together, let's build a union that not only defends our rights but also upholds the values of integrity and fairness.

Westbay, Jessica

Hi there! I'm Jessica Westbay, here to announce my candidacy for a second term as Vice President for Representation. As a dedicated union leader, I will continue to advocate for the rights and wellbeing of CSUEU represented employees along with my slate mates—Catherine Hutchinson, Terry Wilson, and Erin Foote. Our team is fully committed to advocating for your rights, amplifying your voices, and working tirelessly to ensure that CSUEU thrives.

Representation within our union is not merely a title; it's a vital responsibility to ensure every voice is heard, respected, and valued. Throughout my union career spanning multiple unions, I have fervently advocated for workers' rights and social justice. I have stood shoulder-to-shoulder with colleagues in times of challenge and triumph, and I am prepared to continue this commitment in my second term.

We are in an exciting time in our union. Our successful 2023 reopener included a 10% salary increase with everyone being reinstated into our step salary system, coupled with a classification study. This historic overhaul of the classification standards will begin aligning employee classifications with the market, promoting career advancement and ensuring staff are compensated fairly for their talents. We've recently organized 20,000 student workers into CSUEU, doubling our union and making history. This expansion of our campus power enabled me to secure a grant from SEIU to negotiate their first contract, and I am committed to securing additional grant funding for our 2026 staff contract campaign.

During this term, I led the training of nearly 250 new stewards, some of whom have assumed chapter leadership roles. I've enhanced training efficiency through streamlined processes, implemented a cohort system, and digitized forms. My pledge for the second term is to expand professional development opportunities for existing stewards, cultivating active members across all campuses.

In my time I have developed a strong working relationship with our CSUEU staff, my bargaining team and the Chancellor's Office. Under my leadership, we have won real gains for CSU workers by finding a path forward instead of fighting for fighting's sake. We were able to reach our 2022 tentative agreement without extension, an unheard of achievement for a union bargaining team.

I believe in fostering a culture of accountability within our union, ensuring that decision-making processes are inclusive and democratic, providing opportunities for input and feedback from all members. Together, we can build a stronger, more unified union that authentically represents the diverse interests and experiences of our membership.

I am not seeking a second term for personal gain, but to serve you with integrity and dedication. With your vote, we can continue to RISE strong and create an even brighter future for all CSUEU represented employees.

To learn more about our slate and the Winning Together 2024 RISE agenda, please visit our website, where you can also donate, join the mailing list, or add your name to our growing list of endorsements: winningtogether2024.com