



Bargaining Talking Points

- We are in mediation and hope to reach agreement with the CSU.
- Our fourth session is November 28th.
- For more details about the process, go to our website: www.csueu.org
- Every employee **will** receive a retroactive raise to July 2007; this will not happen until we reach agreement with the CSU.
- We are in dispute over .25% compensation, but the dispute is more significant than the money:
 - The CSU says that certain classifications have recruitment and retention problems and that is why they need to give the money only to those classifications.
 - We believe the problem is that employees do not move through their salary ranges, and want the money given to everyone.
 - We don't believe the money to solve the CSU's recruitment/retention problems should come from the overall compensation pool – they should find an alternate funding source.
 - The CSU believes they should be able to solve their recruitment/retention problems by reducing your General Salary Increases (which everyone gets) and your Service-based Salary Increases (which a vast majority of employees get) to fund market increases.
- We believe it is in the long-term best interests of the employees we represent to hold firm on this principle – the principles of the employees we represent.
- Employees represented by other unions have already received their raises because when they negotiated the contracts last year, they put in contingency language in case the CSU received less funding than contemplated in the contract; your bargaining team wanted the ability to bargain for raises even if the CSU funding was less than they hoped for.
- We continue to receive feedback from our members about the direction of bargaining; this is vitally important to the team's decision-making.