



SEIU Local 2579

Contract Negotiations NEWS

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#2 / FEBRUARY 4, 2009

NO AGREEMENT REACHED IN REOPENER BARGAINING; CSUEU SUNSHINES PROPOSAL FOR NEXT CONTRACT

Reopener Discussions

On January 21, the CSUEU bargaining team met as part of its ongoing reopener discussions for FY 2008. We discussed our response to the CSU's bargaining proposal of January 8, 2009, outlined in *Contract Negotiations News #1* (January 15, 2009).

After we deliberated, we met with management representatives at the Chancellor's Office in Long Beach. The team was well aware of the state's dire budget condition. Yet, because the CSU refused to agree to the concept of a "me-too" clause, whereby CSUEU-represented employees would receive the same overall compensation increases as any other CSU union, we were unable to reach an agreement with CSU.

We learned that three other CSU unions--the California Faculty Association, State Employees Trade Council-United, and United Auto Workers--were at or near impasse over compensation for FY 2008.

As was the case with the January 21 meeting, parties often have discussions without exchanging formal proposals. For a variety of reasons, the team decided to wait until after the January 27-28 CSU Board of Trustees meeting and after assessing state budget deliberations before making a formal response to CSU's January 8 proposal.

CSUEU Submits Initial Bargaining Proposal for Successor Agreement

Even though CSUEU has yet to reach an agreement on salaries for FY 2008, we were obligated to submit an initial bargaining proposal for the new contract (that is, FY 2009 and beyond) by the end of January, pursuant to our 2007-2009 contract. Our initial proposal, submitted to the Chancellor's Office on January 27, contains the following key provisions (listed in the order in which they appear in the proposals):

- Clarification that CSUEU-represented employees have preference over outside applicants for promotional opportunities
- Reclassification Appeal Process
- Uniform Employee Evaluation Form
- Increased vacation accrual rates and caps
- Recognition for those employees who supervise students
- Reasonable limit on exempt employee workload
- Salary increases, if sufficient funds are allocated to the CSU in the state budget
- Campus closure protections
- ATO during emergencies

The Sunshine Process

Under the state's collective bargaining law (the Higher Education Employer-Employee Relations Act, or HEERA), a four-week "sunshine" process makes both the union's and management's proposals available to the public, with opportunities for public input. CSUEU's proposals have been posted on our website and will be distributed to chapters and made available in all university libraries. At the end of this process, the CSU Board of Trustees formally authorizes management's proposals. After that, CSU and CSUEU can begin negotiations.

UNIT 2 / Health Care Support ■ UNIT 5 / Operations Support ■ UNIT 7 / Clerical/Administrative Support ■ UNIT 9 / Technical Support

1108 O Street • 5th Floor • Sacramento, CA 95814 • (916) 319-4800 • (866) 763-1452 (Toll-free) • www.csueu.org

State Budget Deliberations Continue

All employees should keep an eye on state budget deliberations for FY 2008-09 and FY 2009-10, both of which are underway at the Capitol. There is no agreement on the FY 2008-09 budget yet, despite months-long efforts by legislative leaders and the governor.

Bargaining Team Roster 2009



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MEMBERSHIP APPLICATION • California State University Employees Union/CSEA
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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, 1108 'O' Street, 5th Floor, 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-0001/Rev. 08/08

By writing my initials in this box I instruct CSUEU NOT to withhold an additional \$2.00 per month for political activity.

Signature: _____

Date: _____