

**Subject:** CSUEU: Brief Recap and Recommended Research

**From:** Claudia Garcia <claudia@csun.edu>

**Date:** Wed, 19 Nov 2008 01:14:24 -0800

**To:** CSU Employees Union <csueu@csun.edu>

**You are receiving this email because you are a FEE PAYER of CSUEU.  
To become a Member, fill out the application available at:  
[http://www.csun.edu/csueu/pdf/forms/CSUEU\\_Application\\_Fill.pdf](http://www.csun.edu/csueu/pdf/forms/CSUEU_Application_Fill.pdf)**

I apologize ahead of time for the length of this email. It's been a while since information has been sent out, and there are a few items that may be of interest to you.

Included in this email is:

- a brief recap of what has happened (regarding compensations), where we are now and what you can expect to happen regarding the negotiations;
- suggested research you should do to better understand terminology and concepts that will be referenced in future emails.

As always, feel free to email me ([claudia@csun.edu](mailto:claudia@csun.edu)) or contact a Steward (<http://www.csun.edu/csueu/stewards.html>) if you have any questions.

Claudia Garcia, President  
Chapter 312: Northridge  
CSUEU

---

## **I. The Budget and Compensations**

As we all know, the budget situation has been pretty volatile in the last few months. Information changed almost on a daily basis.

The main item on most people's mind during this time period has been how would the budget situation affect any monetary compensations for this fiscal year? Indicated below, I have tried to provide some basic information that will give you a brief recap of what has happened, where we are today and what you can expect to happen regarding negotiations.

### **What has happened up to now?**

As you may know, our current contract

(<http://www.csun.edu/csueu/pdf/documents/NewCSUEU-CSUContract2007-2009.pdf>) had specific language regarding a General Salary Increase (GSI), Market Salary Adjustment (MSA), and Service Salary Increase (SSI) that would occur in FY 2008/2009, **but only if** specific conditions were met (Article 20.6). As we all know by now, the outlined conditions were not met. Because of this, the CSU and CSUEU Bargaining Teams are expected to go back to the table for salary reopeners.

Those of you who have subscribed to the CSUEU electronic newsletter already know most of the information that is outlined below.

The CSUEU E-News, which is normally distributed every two weeks, is the main method of communication that CSUEU headquarters in Sacramento uses to distribute timely information about events that affect our represented employees. These represented employees are those individuals who work in any of the following Bargaining Units:

- Unit 2 – Health Care Support;
- Unit 5 – Operations Support Services;
- Unit 7 – Clerical/Administrative Support Services; OR
- Unit 9 – Technical Support Services

If you have not yet subscribed to this electronic newsletter, I suggest that you do so now by going to <http://www.csueu.org/ContactUs/tabid/67/Default.aspx>, filling out the requested information and checking the "CSUEU E-News" box.

As described in the October 2<sup>nd</sup> edition of the CSUEU E-News, negotiations for a 2008/2009 salary increase actually began in May and continued on July 30<sup>th</sup> when the CSU and CSUEU teams "discuss[ed] various options in the event the CSU [did] receive an increase in their gross revenues." At the time, the CSUEU team tried to address all possibilities and also made proposals based on 1) whether the CSU received compact funding and not the additional one percent, as well as 2) whether they received less than compact funding. At the time, the CSU did not respond to these proposals.

The October 16<sup>th</sup> issue goes on to say that CSUEU received official notice from the CSU that the conditions as described in the contract had not been met. However, in the notification, the CSU still did not provide a response to the proposals previously put forth by the CSUEU Team. It is my understanding that, as of today, CSUEU has still not received a response to the proposals.

As you are aware, the budget situation has changed several more times between the release of the October 16<sup>th</sup> (<http://www.csueu.org/Home/tabid/53/ctl/Details/mid/424/ItemID/337/Default.aspx>) issue and today. In addition, the Governor announced statewide cutbacks on November 6<sup>th</sup>. Although these do not appear to pertain to the CSU, they do affect one of our affiliates – SEIU 1000 – and may be an indicator of other items yet to come from the Governor.

### **Where are we today? What is the current situation regarding compensations?**

Currently, the CSU and CSUEU Bargaining teams are scheduled to meet on Thursday, November 20<sup>th</sup> to discuss salary reopeners. As information becomes available to me, I will forward it via email or it will be posted on our website (<http://www.csun.edu/csueu/>). Once again, I encourage you to subscribe to the newsletter as indicated above so that you can be kept current on events that affect you.

### **What can you expect to happen in the negotiations?**

Those of you who have worked on campus for a while are familiar with the Bargaining process. It may take months before we hear final information about what will happen with any type of compensations (i.e. salary reopeners). As information becomes available, I will forward it.

## **II. Research You Should Do**

However, there are other things that YOUR Union is working on to help you. These include varied workshops which we expect to be able to offer in the upcoming year.

In addition, there are several other items that I strongly encourage you to do research on in order to better understand some of the terminology and concepts that may be mentioned in upcoming emails. These items are listed below.

**Classification and Qualification Standards:** The first thing that you should be familiar with are the Classification and Qualification Standards that pertain to your position. These standards describe the duties, skills and qualifications as they apply to a specific group or classification (i.e. Accounting Technician I, Laborer, Information Technology Consultant III, Nurse Practitioner, etc.).

I strongly recommend that you print and become familiar with these standards as they pertain to you. They are available on the Chancellor's Office website (<http://www.calstate.edu/HRAdm/Classification/index.shtml>) and are listed by Bargaining Unit.

**Position Description:** Your Position Description describes the duties that you are expected to perform.

This is what should be used to evaluate you in your Annual Performance Evaluation. The duties listed should also be in line with the Classification and Qualification Standards as mentioned above. You should be able to obtain a copy from your supervisor. If this is not kept locally, a copy should be available from HR.

**Your Employee Class Type:**

How the contract and potential upcoming events affect you is determined by the type of employee you are – Regular/Permanent, Probationary, Temporary or Emergency Hire. Each group has different rights under the contract. Many employees believe that they fall under one category, when in reality they are in a different one. I strongly encourage you to talk to your supervisor to find out what category you are in so that you have a better understanding of how you are covered by the contract. Indicated below are brief definitions of each category:

Article 2.15a: **Probationary Employee** as used in this Agreement refers to a bargaining unit employee who has received a probationary appointment and is serving a period of probation.

Article 2.15b: **Permanent Employee** as used in this Agreement refers to a bargaining unit employee who has been awarded permanent status and is serving in a permanent appointment.

Article 2.15c: **Temporary Employee** as used in this Agreement refers to a bargaining unit employee who is serving in a temporary appointment for a specific period of time.

Article 2.14: **Emergency Employee** – The term “emergency employee” as used in this Agreement refers to a temporary employee who is appointed under an emergency appointment...

If you have any questions, feel free to email me at [claudia@csun.edu](mailto:claudia@csun.edu) or contact a Steward.

***You are receiving this email because you are a FEE PAYER of CSUEU.***

***To unsubscribe, reply and let us know.***

***For more information on becoming a member, please go to <http://www.csun.edu/csueu/benefits.html>.***