

## Communiqué: Your Union Connection

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### **President's Report**

Welcome to the Inaugural Issue of *Communiqué* (kuh-myoo-ni-kay) – Chapter 312's newsletter that connects you to CSUEU! Since this is the first issue, it is full of definitions and other basic information which will help you become familiar with CSUEU's organization and structure.

The last few years have been full of mystery and suspense as we try to work with California's budget situation. At the time that this issue went to print, this year's budget had still not been signed. How does this affect you and potential raises? Please read the *Bargaining News* section.

Over the past year, attendance at Chapter events has significantly increased. Membership Rates have also increased from 51.1% to 55.71%. This may not seem like a significant increase; however, since September '07, an additional 105 people have submitted applications to become members. Thanks for becoming more involved and taking an interest in the benefits you can obtain through being a member. However, as discussed in the *Bargaining News* and *Membership Drive* sections, an increase in the number of Members benefits *everyone* in CSUEU, not just the specific individual who joins!

Chapter 312 is well represented at the Statewide level. Fifty percent (50%) of the Statewide Officers are comprised of two CSUN employees – Dennis Dillon (VP of Representation) and Ronnie Grant (VP of Organizing). Please help me in thanking them both for all of the work they do on behalf of represented-employees.

Over the past year, I've attended several events on behalf of the Chapter. In October, I, along with several other chapter representatives, attended General Council in San Jose where changes were made to CSEA's Bylaws and Policy Files which improved the interaction among the affiliates. In November and June, I attended Board of Directors (BofD) Meetings in Redondo Beach. In March, I attended the BofD Meeting in Sacramento. After each meeting, information was made available on our website which described what occurred.

Several events are still planned for this year, including a couple of Chapter Meetings, several Bargaining Unit Meetings, a Stewards Training and a Membership Drive. These are all opportunities for you to become involved.

We are also in the process of populating several Committees – among them Communications and Legislative. Early next year, our chapter will also be holding elections for the new Executive Board. Only Dues Members are eligible to vote and run for office. This is another opportunity for you to become involved since we will need volunteers to serve on the Elections Committee. If you are interested in any of these committees, please send me an email.

I encourage you to participate since your participation keeps us on our toes and helps us help you!

Claudia García, President '07-'09  
Chapter 312: Northridge  
CSUEU

## **Bargaining News**

As you may know, the CA budget has not been signed. Since the budget situation for the CSU will not be known until it has, there isn't any definitive information currently available regarding Bargaining. Once the situation is known, then the CSUEU and CSU Bargaining Teams will go back to the table to discuss the salary re-openers.

However, there are things that we can all be doing to help increase CSUEU's Bargaining Power at the table. As mentioned in the past, the higher the Membership Rate for CSUEU, the more bargaining power your Bargaining Team has at the table. The more bargaining power your Bargaining Team has, the higher the compensation they may be able to get for all represented employees. By becoming a Dues Member or recruiting a Fee Payer, you will help increase CSUEU's Bargaining Power.

### **Bargaining Definitions:**

***Bargaining Team:*** The group of individuals who represent an entity during bargaining. A complete list of CSUEU's Bargaining Team is available in the August 5<sup>th</sup> edition of Contract Negotiation News which is linked on our website.

***General Salary Increase (GSI):*** A percentage (%) salary increase that is given to ALL represented employees at the same time. This amount is obtained through the bargaining process.

***Market Salary Adjustment (MSA):*** A percentage (%) salary increase or amount that is given to an individual or group to close the gap on market inequity. Please see the CBA (see definitions) for more details.

***Salary Re-opener:*** Once a CBA has been approved, changes to it cannot usually be made during its life. Salary re-openers allow for the Bargaining Team to "go back to the table" to discuss issues having to do with GSI's, SSI's and other salary increases.

***Service Salary Increase (SSI):*** A specific percentage (%) increase that is given to an employee on his/her anniversary date. Please see the CBA for more details.

## **Membership Drive**

As you may know, under California law, union fees are deducted from every CSUEU-represented employee's monthly salary. Although these fees are deducted on a monthly basis, you are NOT a Dues Member. These employees are considered to be a Fee Payer until they fill out an application to become a Member of the Union.

From August 1<sup>st</sup> to October 31<sup>st</sup>, CSUEU is conducting a Membership Drive. If you should join during this time period, along with the additional benefits of Membership, you will also receive some other incentives. First of all, every person who joins during this time period will receive a special "Membership Gift." You will also receive an entry for our monthly raffle which will roll over every month. That is, if you join in August, you will also be eligible for September's and October's raffle. Make sure to include the name of the person who recruited you since they will also receive a raffle ticket.

What are the prizes? Each month, we will be raffling off a check for \$50. The top recruiter during this Drive will receive \$60.

Already a member? For every person YOU recruit, you will receive a raffle ticket. The more people you recruit, the higher the odds are that you may win a Raffle or Top Recruiter prize.

To join, please make sure to fill out the Membership Application available at the meeting and on our website and return it to Claudia Garcia. Please do not send it to Sacramento as we will not have a record of your submission in time for the raffle. For more details about our Membership Drive or to get additional applications, please visit our website ([www.csun.edu/csueu](http://www.csun.edu/csueu)).

## **Basic CSUEU Information**

- ★CSUEU: California State University Employees Union.
- ★Structure: CSUEU Headquarters (HQ) is located in Sacramento.
- ★There are 4 Statewide Officers – President, VP of Finance, VP of Representation, and VP of Organizing.
- ★There is a CSUEU Chapter at each of the 23 campuses as well as the Chancellor’s Office, for a total of 24 Chapters. Chapter 312 is located at CSUN.
- ★Each chapter has 4 Officers (President, Vice-President, Secretary and Treasurer) plus its own Executive Board.
- ★CSUEU is one of 4 affiliates under the California State Employees Association (CSEA) umbrella. The others are SEIU Local 1000, ACSS and the Retirees.
- ★Chapter Presidents represent their respective chapters on the Board of Directors (BofD). The BofD meets several times a year, usually alternating between Northern and Southern CA locations.

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## **Meet Your Co-Workers**

*Future Issues: Would you like to be profiled in future issues of “The Communiqué”? Send an email to [csueu@csun.edu](mailto:csueu@csun.edu). Please include Name, Bargaining Unit, Classification and preferred contact #. You can also call and leave a message at 818.677.3750.*

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## **Important Definitions**

Over the years, you may have heard us mention a few terms that you may not know. Indicated below is a “primer” which contains a basic list of terms that you should know. These terms and others are further defined in Article 2 of the CBA.

*Adverse action:* Disciplinary action which CSU employees can appeal to the State Personnel Board. These include dismissals, suspensions,

and demotions for which only Dues Members are represented by CSUEU.

*Appropriate Administrator:* The immediate non-bargaining unit supervisor or manager to whom the employee is normally accountable, or who has been designated by the President.

*Bargaining Unit:* A group of employees determined by PERB to have a “community of interest.” CSUEU represents employees in Bargaining Units 2, 5, 7, & 9.

*Collective Bargaining Agreement (CBA):* A set of agreements, policies and procedures between representatives of CSUEU and the CSU. These are usually for a set period of time which may be extended.

*Dues Member:* Represented employee who has submitted an application for membership. This employee receives the Benefits of Membership.

*Emergency Hire:* A temporary employee who is appointed under an emergency appointment.

*Fee Payer:* Represented employee who has automatic deductions taken out of his/her paycheck. This employee does not receive the Benefits of Membership which include representation for disciplinary actions (dismissals, suspensions, and demotions).

*In-Class Progression:* A movement from one skill level to a higher skill level within a classification. That is, moving from an ITC I to an ITC II.

*In-Range Progression (IRP):* An increase in salary within a salary range or sub-range.

*Permanent/Regular Employee:* A bargaining unit employee who has been awarded permanent status and is serving in a permanent appointment.

*Probationary Employee:* A bargaining unit employee who has received a probationary appointment and is serving a period of probation. Permanent Employees serve at least a year of probation.

*Public Employment Relations Board (PERB):* The state agency which administers the provisions of California's three collective bargaining laws (HEERA, SEERA, and EERA).

*Re-Classification:* A movement from one classification to another. That is, moving from an ASA to an ASC.

*Represented Employee:* An employee whose classification falls under one of the bargaining units that CSUEU represents – 2, 5, 7 or 9.

*Steward:* The “backbone” and “eyes and ears” of the Union. The primary representative of the Union at the workplace. An employee who has taken formal training by CSUEU in contract interpretation.

*Temporary Employee:* A bargaining unit employee who is serving in a temporary appointment for a specific period of time.

*Union:* Any organization in which employees participate as members and which exists for the purpose of representing employees with employment relations.

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## **Bargaining Unit Meetings**

In addition to the quarterly Chapter Meetings held throughout the year, we at Chapter 312 also hold Bargaining Unit-specific Meetings. These meetings are used to discuss issues that affect that specific group as a whole.

Meetings have already been held this year for Unit 5 (May) and Unit 7 (July). Keep an eye out for Unit 2 (September) and Unit 9.

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## **Stewards Training**

The next Stewards Training will be held at CSUN on Friday, October 3<sup>rd</sup> and Saturday, October 4<sup>th</sup>. Participants will need to attend BOTH days.

The actual training hours will be determined at a later date. Typically, Day 1 is 9:00 a.m. - 5:00 p.m. with breakfast, lunch and dinner provided. Day 2 is usually 9:00 a.m. - 4:00 p.m. with breakfast and lunch provided.

The RSVP deadline is 5:00 p.m. on Thursday, August 28<sup>th</sup>. If you would like to attend this training, please fill out the Stewards Training RSVP form available on our website.

## **Chapter 312's Website**

If you haven't already done so, please visit our website at [www.csun.edu/csueu](http://www.csun.edu/csueu). Both Dues Members and Fee Payers will find a lot of useful information since every attempt is made to keep this site as current as possible. In some cases, information and important links are added to this site hours before they are emailed to represented-employees. In some circumstances, information is added without email notification (depending upon subject matter).

Looking for something and can't find it on our site? Feel free to email [csueu@csun.edu](mailto:csueu@csun.edu) with your questions.

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## **Update Your Contact Information**

*Provide us with an email address*

Chapter 312 attempts to keep represented-employees informed in a timely manner about events that affect them. The main method of communication is via email sent to on-campus email addresses. If you prefer that another (off-campus) email address be used, please send an email from that address/account to [csueu@csun.edu](mailto:csueu@csun.edu). Please make sure to include your name.

If you prefer that a text message be sent to your cell phone, please email your name, cell phone number and service provider (Verizon, AT&T, T-Mobile, etc.) to [csueu@csun.edu](mailto:csueu@csun.edu) or leave a voice message at x3750 with this information.

*Update Your Mailing Address*

Have you moved recently and stopped receiving any mailings from CSUEU Headquarters? Please update your Mailing Address with CSEA Membership Services ([www.calcsea.org](http://www.calcsea.org)).



# Chapter 312 @ CSU, Northridge

August 2008

## Calendar of Events

2008

- August 1 - October 31: Membership Drive
- August 29: Membership Drive Raffle
- September 30: Membership Drive Raffle
- October 3,4: Stewards Training
- October 22: Chapter Meeting
- October 31: Membership Drive Raffle & Finale
- December 3: December Chapter Meeting

Keep an eye out for the BU 2 & BU 9 Meetings!

### **Know Your Rights: Weingarten Rights**

*"If this discussion could in any way lead to my being disciplined, terminated, or cause an effect on my personal working conditions, I respectfully request that my Union Representative be present at this time."*

### **Stewards: Your Union Representatives**

Dennis Dillon dennis.dillon@csun.edu 818.677.2662, MD 8320	Melina Riebling melina.riebling@csun.edu 818.677.6327, MD 8237	Claudia Garcia claudia@csun.edu 818.677.3121, MD 8245
Kevin Glasson kevin.glasson@csun.edu 818.677.6890, MD 8216	Jillian Dacosta jillian.dacosta@csun.edu 818.677.2865, MD 8216	John Olmeda john.olmeda@csun.edu 818.677.3606, MD 8286
Hai-Ling Tang hai-ling.tang@csun.edu 818.677.2268, MD 8328	Chris Sales csales@csun.edu 818.677.2204, MD 8223	Jennifer Elliott jennifer.elliott@csun.edu 818.677.3392, MD 8316
Sylvia Freiberg sylvia.freiberg@csun.edu 818.677.3691, MD 8270	Donna Dodrill dfd1@sbcglobal.net MD 8291	Marcia Rea marcia.rea@csun.edu 818.677.7494, MD 8265
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