



## Raises, Rights and Respect: Bargaining Starts for New Contract

**Proposal and Sunshine Information:** Please read the proposal and go to website complete the [survey](#). The bargaining team wants your input.

### Bargaining Schedule 2006

April 10,11,12	CSU San Bernardino
April 25,26,27	CSU East Bay
May 9,10	Sacramento State
May 24,25	San Diego State
June 6,7,8	CSU Fresno
June 13,14,15	CSU Northridge
June 28,29,30	San Jose State
July 10,11,12 (if necessary)	San Francisco State
July 25,26,27 (if necessary)	CSU Fullerton
August 22,23,24 (if necessary)	Chancellor's Office or CSU Long Beach
September 12,13,14 (if necessary)	Cal Poly Pomona

Campus employees will be able to observe bargaining first-hand, and interact with the team.

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### Letter from your CSUEU President

January 10, 2006

The year may be new, but we still have the same Governor. Only his script has

changed. Last week he gave a state-of-the-state address that was a preview of his state budget proposal. The Governor's budget, to be released Tuesday, January 10th, is the first indication of what he will support in funding for the CSU for the next fiscal year.

His main focus was on infrastructure building projects totaling over \$200 billion dollars funded by the sale of bonds. He outlined the needs and underscored each area with, "I say build it!"

He drew a parallel between California and all the construction cranes he saw on a recent visit to China. It is not clear if that was the inspiration for his renewed commitment to the state's infrastructure. Perhaps there was an erector set under his Christmas tree. He did praise past Governor Pat Brown for the building in the state and other improvements from that era that continue to provide benefits to California.

It is important to note that the Master Plan for Higher Education was one of the most significant projects of Governor Brown. Will Schwarzenegger review that essential document and make sure that it is fully supported while he is in the Governor's seat? He has promised to roll back the recent tuition increases passed by the CSU and UC systems. We must remember that those increases were a product of higher education's "compact" with the Governor. He gave CSU and UC some base funding increases and told them to get the rest from the students. Now his new script calls for rolling back tuition increases. This is an old political trick to win favor with the students and the families that support their education. Governor Davis did the same thing and replaced the tuition increase with one-time state funding that disappeared after one year. Ultimately the CSU system suffered budget and enrollment cutbacks.

Certainly the Governor, Legislature and the Trustees can do better to solve the funding problem for the CSU. A stable funding mechanism is the only solution to improve access and affordability for the students, longer contracts for employees with predictable salary growth, and a return to a healthy and accessible public higher education system. This is what the Master Plan called for, and that is the "infrastructure" that will make possible the realization of the California Dream.

We will see what Arnold has in mind on January 10th when his budget is presented. CSUEU will advocate and fight for better funding to guarantee that higher education is fully supported and all who serve the mission of the CSU will get the salaries, benefits, and good working conditions that are essential to provide a quality education for every deserving student.

In Union,

Pat Gantt

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**CSUN'S bargaining units 2,5,7,9 have 75.6% makes less than annual base pay of \$47,580 /** Compiled by Ronnie Grant

CSUN'S bargaining units 2.5.7.9 have 1147 employees. 867, or 75.6% makes less than annual base pay

...of \$47,580, which is the amount of the President's raise.

This figure includes per-deim/hourly employees who have no monthly wage, just an hourly rate - these employees are assumed to be making less than \$47,580. Exclude the 100 per-deim/hourly employees we have, and you get 794, or 73.9%, out of a universe of 1074 monthly rate employees.)

#### Breakdown by Unit

UNIT	# Below	% Below	# of unit employees
5	140	100%	140
7	487	98.6%	494
9	230	47.5%	484
2	10	34.5%	29

Average base pay (excluding per deim/hourly): \$3,443.41

Minimum base pay (excluding per deim/hourly): \$1,934.00

Maximum base pay: \$8,268.00

Median base pay (exclude per deim/hourly): \$3,172.00 (n = 3)

Mode base pay (exclude per deim/hourly): \$2,601.00 (n = 30)

(28 of these positions are ASC I)

Standard deviation (exclude per deim/hourly): 1107.43 (entire population)

Minimum base pay (including per deim/hourly): \$14.38