CSUEU – CHAPTER 315
CHAPTER MEETING

Thursday, October 22, 2009, 12:00 pm
Anatol Center – AS 110

7 Pages

OFFICERS PRESENT

Peggy O’Neil-Rosales, President, Richard Duarte, Vice President and Chief Steward. Janine Licausi, Secretary, Denitra Jones, Treasurer, Corina Carpiet, Bargaining Unit 2 Representative, Toni Kukreja, Bargaining Unit 7 Representative, Matthew Black, Bargaining Unit 9 Representative and Janet Gonzales, Organizing Chair.

OFFICERS ABSENT/EXCUSED

Rosalva Guzman, Bargaining Unit 5 Representative.

GUESTS

Gerry Daley, Labor Relations Representative.

AGENDA

• Furloughs
• Job Merging

CALL TO ORDER

President O’Neil-Rosales called the meeting to order at 12:07 pm.

PREVIOUS MEETING MINUTES

Moved by Janine Licausi and Seconded by John Lucero

MSC – To approve the minutes of the August 20, 2009 Chapter Meeting as submitted.

Moved by Janine Licausi and Seconded by Corina Carpiet
MSC – To approve the minutes of the July 23, 2009 Chapter Meeting as submitted.

PRESIDENT’S REPORT

President O’Neil-Rosales reported (summary):

• Statewide Labor Council discussed actions to increase the CSU funding.
• Toni Kukreja and I met with Senator Lowenthal and the budget for the next fiscal year is bleak.
• We need to focus on the legislature for more funding. The state pays $49,000 per year for each inmate that is incarcerated; we need more money for education, educate not incarcerate.
• CSU Coalition consists of staff, faculty and students. Our mock funeral action was a success. There was media coverage and the message was sent to the public to increase the CSU budget.
• Pat Gant
• t, CSUEU President, has stated that the Chancellor’s Office is poised to request to reinstate the compact.

TREASURER’S REPORT

Denitra Jones, Treasurer reported:

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FURLOUGH REPORT

Gerry Daley, Labor Relations Representative reported (summary):

• The law requiring CalPers not to reduce your pensions due to furloughs passed.
• The statewide furlough grievance is set for arbitration on December 10, 2009.
• Our chapter grievance regarding the two-day furlough day requirement per month went to Level III, Chancellor’s Office. The furlough agreement makes not such requirement. We are waiting to see if this case can be combined with the statewide case for the December 19, 2009 arbitration.
• The remedy for the chapter grievance is: Refund furlough days and if furlough days were denied and vacation was used, to refund the vacation time.
• Report problems regarding furloughs to you steward.
JOB MERGING PRESENTATION

Gerry Daley, Labor Relations Representative presented:

- Often job descriptions are old and need to be revised.
- New job descriptions are now vague and blurred, with less information.
- If you perform duties in a higher classification you need to be compensated.
- We have a group grievance in Financial Management regarding problems with job descriptions.
- We also have a campus wide grievance regarding job merging, job descriptions, position rotation etc.
- The presentation we will be viewing today will be on the web site.

Management Myths

- #1 Classifications are created by management, not the Union
- #2 Classification decisions are at management discretion
- #3 Position descriptions have nothing to do with classification
- #4 None of this is grievable

Union Reality

- Classifications are a part of our collective bargaining jurisdiction
  - PERB assigns classifications to bargaining units
  - The parties negotiate the inclusion of new classes
- Classifications are bargained
  - Management can define the standard but the Union negotiates who goes in and their wages, hours and working conditions
• Check your job description and make sure it’s accurate.

Classification Standards

- Classification and Qualification Standards (CQS) are statewide standards which specify minimum requirements, necessary skills, and typical duties
- CQS cannot be modified at the campus
- Every employee position has an assigned CQS

Position Descriptions

- Position descriptions are individual employee assignments
- Position descriptions are based upon a specific class
- Position descriptions list the specific duties, the amount of time for the duties, reporting relationships, etc.

• Job descriptions must state the correct percentages and change as your duties change.
• All duties must be in line with the Classification Standards and your classification.
• Job descriptions must reflect your actual duties.

Contract Provisions

- Article 1
  - Included classifications are listed in the appendix
- Article 9
  - New employees
    - Job postings must include classification and specialized skills
    - New employees are assigned to a specific class
  - Existing employees
  - Reclassification and In-Class Progression procedures
- Article 1 - states CSUEU is the exclusive representative for staff.
- Article 9 - is used for employer and employee requested classification reviews and the outcome is not grievable unless the contract was violated.
- Article 9 – If a class review is initiated by management, we can file a grievance on Article 17.9, if the process is initiated by the employee the employee cannot move to a grievance under Article 17.9.

- Article 10
  - Evaluations are based upon job-related criteria
- Article 12
  - Employees may be disciplined on the basis of performance
- Article 17
  - Employees are given permanent assignments
    - Position descriptions must match the classification
  - Employees can be temporarily assigned higher level duties

- Article 17.9 - Is grievable, the Classification Standards are part of our contract.
- Article 10 - your performance evaluation should not have any surprises, the evaluator must be familiar with your duties and no anonymous information.

- Article 20
  - In-Range Progression and Bonuses
- Article 22
  - Training and development for promotion

- Article 20 – In-Range Progression out come is not grievable.
- Items in our contract that are not grievable really aren’t rights. Next negotiations we need to get rid of this type of language, not subject to the grievance procedure.
- We will have Chapter Meetings to discuss what we want out of negotiations. In a time when there is no money we ask for changes in contract language.
• We need to get to new hires, check their job descriptions and educate them on their rights.
Make sure that your job description is correct.
Check your Classification Standards on the CSU web site http://www.calstate.edu/HRAdm/Classification.
Contact your steward if you need assistance or have any questions.

ADJOURNMENT

Adjourned by consensus at 12:58 pm.

Respectfully submitted by Janine Licausi, Secretary.

The minutes are a draft and not yet approved.