CSUEU – CHAPTER 315
CHAPTER MEETING
Friday, November 18, 2011
FCS – 008 12:00 PM

4 Pages

OFFICERS PRESENT

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

OFFICERS ABSENT

Rosalva Guzman, Bargaining Unit 5 Representative,

OFFICERS EXCUSED

Denitra Jones, Treasurer.

GUESTS

Alex Soluk, Labor Relations Representative and 47 represented staff members.

AGENDA

• Bargaining Update
• CSUEU Endorses “Occupy Together”
• Refund California
• Paycheck Protection Deceptive Initiative
• Pension Initiatives

CALL TO ORDER

President O’Neil-Rosales called the meeting to order at 12:06 am.

PREVIOUS MEETING MINUTES
Moved by Janet Gonzales and Seconded by Janine Licausi

**MSC** – To approve the minutes of the June 30, 2011 Chapter Meetings as submitted.

Moved by Janine Licausi and Seconded by Matthew Black

**MSC** – To approve the minutes of the September 29, 2011 Chapter Meetings as submitted.

**PRESIDENT’S REPORT**

Peggy O’Neil-Rosales, President reported – Summary

- **No Parking Increase Petition** – The CSUEU collected 5,000 signatures our campus collected 750 the most of all other campuses. This is thanks to Janine Licausi and Alex Soluk, they took the lead and others helped also. Janet Gonzales was at the Chancellor’s Office hanging the petitions in the Trustees Chambers, it was impressive.

- **Refund California** – Californian’s demand that banks pay their share to education.

- **Chancellor Reed** – The Chancellor received a 66% wage increase from 1998 to present. His starting salary was $254,000.00 his salary is now $421,000.00, nearly doubled.

- **Bargaining Unit 5** – Some universities are placing people on Alternate Work Schedules, requiring they do more work in less time and increasing workload. Sharon Cunningham, Bargaining Unit 5 Chair, needs information if this is happening on our campus. She is also seeking information from Custodial Leads.

- **Bargaining Unit 7** – The Library Series changed from Unit 7 to 9. The university believes the process to update job descriptions goes through the classification process. A possibly ULP is pending.

- **Governor’s Proposed Pension Reform**
  - Increase our payment portion to match the universities.
    - **Matthew Black** - From 5% to 7%.
    - New employees will be in a 401 K plan.
    - Retirement age from 55 to 67.
    - Vacation and sick no longer used toward retirement.
    - Convicted of certain crimes can have our retirement cancelled.
    - Do away with the paid holiday.
    - Prohibit the purchasing of service credit.
    - **Matthew Black** - We can purchase up to 5 years.
    - Governor to appoint members of CalPERS. Currently we vote for the members and are able to elect pro-union members.
    - Continue to pay Medicare during retirement.
    - Fact sheet on this will be sent to everyone.
    - **Janine Licausi** - We need to educate our family and friends about this. We take pay cuts to work here as opposed to the private
sector. Most of us are here for the benefits and retirement. We need to protect our benefits. Talk to your family and friends explain the attacks on our pensions and us as state workers. Let them know the truth. Dispel the myths. We need to take action now.

- **Initiatives**
  - Paycheck Deception Initiative – This is to silence your voice. This will prohibit us from having people lobby on our behalf.
  - 1510- Oppose – This would put initiatives back on the June Ballot.
  - 1509 – Limit salaries for retirement from the highest to the lowest earnings.
  - 1504 – Oppose - Reduce pensions for Public Employees.
  - Tax pensions, we would have to pay taxes on our pensions.
  - 1500 – Eliminates collective bargaining.
  - 1499 – Oppose – Redistricting.
  - 10063 – Oppose – Revisions to state pensions.
    - **Rosalinda**, member, asked what the union’s proposal is to reform pensions.
    - **President O’Neil-Rosales** stated we aren’t giving anything back, yet we are open to dialogue.
    - **Matthew Black** offered to speak to the member after the meeting.
  - Opposed to spiking. This is used by management, they get promoted for a year and their retirement is based on that salary.
  - Be aware of what you are voting for.

- **Bullying** – This can be employee against employee or manager against employee. In bargaining the CSU doesn’t want language in our contract about this, they are the bullies. If you are having a problem with bullying, see an officer or steward.

- **Chapter Elections** – We need people from Unit 2, 5, 7 and 9 for the nomination committee who aren’t planning to run for office. Are there any volunteers?
  - Rosalinda, Unit 7, Arnoldo Flores, Unit 5 and Isabel Bañuelos Unit 9 volunteered.

- **December Chapter Meeting** – We need volunteers to plan the party with the Executive Committee. Luan Tinco and Janine Licausi volunteered. During this meeting we will need to approve the Chapter 2012 budget.

**TREASURER’S REPORT**

President O’Neil-Rosales stated that Denitra Jones, Treasurer, is ill. If someone wants a copy of the Treasurer’s Report we can email it to you.

**OTHER REPORTS**

Matthew Black, Bargaining Unit 9 Representative reported – Summary

- Unit 9 is facing similar issues as other units.
- The Chancellor’s Office is attempting to mandate a 90 purge to our email system. This is to avoid Freedom of Information Act requests.
- Out of the 200 or so notices to layoff Unit 9 staff CSUEU was able to mitigate 30 – 40 positions.
- Regarding the Library Series change, if anyone needs assistance with your job description please contact me or Toni Kukreja, Bargaining Unit 7 Representative.
- FYI campuses are monitoring computer use. If you have your own business, don’t use your work computer. Be cautious about what you do on your computers.

Alex Soluk, Labor Relations Representative reported – Summary

Contract Bargaining
- Sessions have been slow but we have made progress.
- We have Tentative Agreements on changes to Article 7, 10, Leave without Pay, LMC, and Professional Development.
- There will be negotiations at the Chancellor’s on December 5, 6 & 7, 2011. Use a vacation day. It’s a beautiful location take a walk on breaks. You will be allowed to attend negotiations, not caucuses. Enjoy the location it’s beautiful.
- I have to say that our bargaining team is doing a great job, the very best they can. They are standing firm on no Take Aways.
- There is still a lot of work to do in negotiations, contracting out, fixing the reclass and performance evaluation processes, you receive commendable and exemplary rating yet you are still at the lower end of the pay scale.
- Leave without Pay – CAT leave to apply to chronic illness and intermittent use of time.

Grievances and Representation
- There was a case where two employees were denied promotions because the manager wanted to hire someone of his own race.
- A 6 year employee denied the right to take a class, he is short 6 units to get his bachelor degree. He’s now taking the class he needs.
- If you have a problem let us know we can help.

ADJOURNMENT

Moved by Janine Licausi and seconded by Matthew Black

No vote was taken, the meeting concluded by consensus at 12:56 pm.

Respectfully submitted by Janine Licausi, Secretary

The minutes are a draft and not yet approved.