

Bargaining Unit 5 Report

June 27, 2009 8:00 a.m. – Westin Hotel, Millbrae

Members: Sharon Cunningham, Chair (SDSU), Donna Dodrill, Vice Chair (Northridge); Rick Berry (San Bernardino), Jerry Saner (Humboldt), Michael Chavez (Stanislaus); Officers: Dennis Dillon (VP Representation); Pat Gantt (President); Other attendees: Jose Hernandez (Long Beach; Hernandez (CSM); Johul Adame (CSUB); Jose Rico (SJSU); Bernard Ng (SDSU); Kenneth Coleman (CSU Fullerton); Angel Melendez (Long Beach); Dan William (CalPoly); Chuck Constantine (Maritime), George Ball (CSUMB), Randy Thomas (Maritime), Claudia Garcia (Northridge), Susan Kirby (Chancellor's Office); Nancy Kobata (Fresno), Russell Kilday-Hicks (SF State), Steve Mottaz (Humboldt), Billie Feliciano (SF State). Loreta Seva'aetasi (SFSU), Gilbert Garcia (CSULA), Leeanne Bowes (Sonoma), Beverlee Perry (Chico), Staff, Lois Kugelmass, SLRR, Bill Patton, LRR.

Chair Sharon Cunningham welcomed members and guests, particularly the many newly elected unit representatives. She distributed a packet of resource materials including the Unit 5 Classification and Qualifications Standards; the Custodial Labor Management Committee Recommendations of December, 2003; the APPA Staffing Standards; Cal Poly Pomona Report on Custodial Standards (2006-07); and the APPA Custodial Service levels. The information in the QC Standards and the JLMC Recommendations can help us fight job merging and excessive workload. Sharon also recommended that we circulate the Know Your Rights flyers, many of which are now also available in Spanish and on the CSUEU web site. She also discussed the responsibility of elevated unit representatives to move beyond their personal interest to represent all of our Unit 5 members.

Among the issues which were discussed:

1) Custodian Contracts: SJSU is expanding their use of contractors. These contract custodians do not know how to use the cleaning chemicals safely. Contracts at San Bernardino were challenged successfully when the university discovered that the contract workers were stealing. At Fresno, management justifies contracting out with the claim that they cannot hire custodians, although the council members were skeptical. There are only 30 CSUEU custodians at Fresno State and they were urged to talk with their LRR and look into filing a grievance.

2) San Francisco State is dealing with the use of custodial staff in maid services at new residential facilities. "General house-keeping" duties are actually in the Custodian Qualification and Classification Standards, but the issue is the definition.

3) President Pat Gantt and LRR Bill Patton described how CSUEU custodians conducted an informational picket line at Chico. This action embarrassed the Vice President who did not take the concerns of the custodians seriously and brought the administration to the table. Chico eliminated the night shift differential, talks continue on the impact of this change.

- 4) At Maritime, the Union convinced management to send two custodians for OSHA safety training on window washing equipment rather than hiring an outside contractor. Next goal will be a temporary out of class pay.
- 5) At Humboldt, CSUEU won a grievance, which will pay about 200 hours of out of class pay to temporary laborers who were put to work installing irrigation and bike racks.
- 6) Management at San Jose is scheduling overtime for custodians on every Saturday. VP Dennis Dillon suggested that an information request should be sent to the administration demanding an explanation for this schedule.
- 7) Los Angeles discussed the problem of lead custodians acting as supervisors.
- 8) The chapter at San Francisco State has launched three campaigns: a project to enable and encourage Unit 5 workers to use the internet; the Unit 5 IRP campaign; and an education project to stop workplace bullying.
- 9) The Sonoma State chapter involves its Unit 5 members by holding meetings four times a year at the night shift lunch break (3:00 AM). Workload is a major issue.
- 10) Rick Berry (7-909-380-6382) emphasized the importance of professional training for custodians.

Sharon Cunningham shared her phone numbers (1-619-828-2110 and 619-312-3331) for everyone to keep her informed of Unit 5 issues. She and Vice Chair Donna Dodrill thanked the council members for their service.