

# **CSUEU – CHAPTER 315**

## **CHAPTER MEETING**

**Thursday, July 23, 2009 – 12:00 pm – 1:00 pm**  
**Soroptomist House**

*8 Pages*

### **OFFICERS PRESENT**

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

### **OFFICERS ABSENT**

**Rosalva Guzman**, Bargaining Unit 5 Representative and **Kevin Conroy**, General Council Delegate.

### **GUESTS**

**Gerry Daley**, Labor Relations Representative.

### **HANDOUTS**

- The most important thing to know about your union.
- Work to Rule

### **AGENDA**

- Call to Order
- Minute Approval
- President’s Report
- Treasurer’s Report
- Introduction of New Officers
- Ratification Results
- Furlough Agreement Changes

- Work to Rule – Toni Kukreja, BU 7 Representative
- Unfinished Business
  - Bylaws
- New Business
  - Open meeting to review bylaws – August 17, PSY-148 – Noon and Next Chapter Meeting – August 20<sup>th</sup>, CBA 140A, Noon.
- Adjourn

## **CALL TO ORDER**

President O’Neil-Rosales called the meeting to order at 12:13 PM.

## **PREVIOUS MEETING MINUTES**

The minutes of the February 18, 2009 and March 25, 2009 were distributed.

Moved by Janine Licausi and Seconded by Matthew Black

**MSC** – To approve the minutes of the February 18, 2009 Chapter Meeting as submitted.

Moved by Janine Licausi and Seconded by Corina Carpiet

**MSC** – To approve the minutes of the March 25, 2009 Chapter Meeting as corrected.

## **PRESIDENT’S REPORT**

**President O’Neil-Rosales** reported (Summary):

1. The Title 5 change was approved and MPP’s and other non-represented employees will receive furloughs and unpaid holidays.
2. 20% fee hike for students.
3. I met with President Alexander 2 days ago. He was unable to provide specifics, however we will be meeting again on Monday after the votes for CFA is complete.
4. President Alexander said that he will be looking out for staff.
5. There will be sidebar agreements to the furlough agreement. **President O’Neil-Rosales** read the email sent by Teven Laxer, Senior Labor Relations Representative and Chief Negotiator, regarding changes to the Furlough Agreement.

----- Forwarded by Janine Licausi/AdminFinance/CSULB on 07/23/2009 02:36 PM -----

"Laxer, Teven"  
<TLaxer@calcsea.org>

To  
cc

07/22/2009 06:34 PM

Subject Changes to Furlough Agreement

## **CHANGES TO FURLOUGH AGREEMENT**

During chapter ratification meetings, many questions were raised about the intent of the Tentative Agreement on Furloughs. It is not unusual for the parties to fully proof tentative agreements after they are ratified, nor is it unusual for clarifications to be made if there is any ambiguity. The CSUEU bargaining team met with the Chancellor's Office team on July 21<sup>st</sup> and we agreed to make the following changes to the Furlough Agreement:

1. Section 3(b) Due to a clarification sought by the State Controller's Office (SCO), the date of August 1, 2009 was changed to July 1, 2009 to make it clear that we are dealing with the entire fiscal year, July 2009 to June 2010.
2. Section 3(d) The designation of the long one-time furlough period was changed from "five days" to "up to five days." The CSU told us that after consulting with the SCO and the Office of General Counsel, there can only be one week in which an employee can take more than one furlough day within a 52-week period without unemployment insurance liability. In each month in which the furlough program is implemented, three things must happen: a payroll deduction has to occur, furlough time must be credited, and an employee has to take that time. The agreement provides for 24 furlough days over the 12-month fiscal year (July 2009 through June 2010). Since the furlough program is starting in August (one month into the fiscal year), employees will start the program with two furlough days "in the bank." The Chancellor's Office expects some campuses to be closed the week ending December 25<sup>th</sup>, and some to be closed 3 days around Spring Break.
3. Section 3(i). There was a typo in the first sentence. "At the end of the negotiated furlough period" should have read "at the end of the negotiated furlough program."
4. In addition, the CSUEU bargaining team was told that after discussions with APC and UC, the Chancellor has decided to exempt from the furlough program those employees who are funded by grants and contracts. Their exemption from furloughs will be prorated depending on what percentage of their salary is paid through grants or contracts. There will be a separate side letter dealing with this exemption.
5. In accordance with Section 7(a), there will also be a separate side letter dealing with public safety employees exempt from furloughs. This is still being drafted.

6. In accordance with Section 4(j), there will also be a separate side letter dealing with the complaint procedure for exempt employees who allege that they have been assigned excessive or unreasonable workloads during weeks in which they maintain their exempt status.

7. During the meeting with the CSU on July 21<sup>st</sup>, we also discussed the following issues.

a. Call-back example. CSU and CSUEU are in agreement that an employee who is scheduled to work 8 hours per day on Monday-Tuesday-Wednesday-Thursday during a furlough week, will receive time and one half overtime whether he/she is called back to work on Saturday or is scheduled in advance to work on Saturday. If an employee is scheduled to work on their furlough day, that day is no longer considered a furlough day and that furlough day will need to be rescheduled.

b. 21-days notice. The intent of Section 3(g) is for employees to be notified of the existence of a furlough program for the entire fiscal year, even if all of the furlough days have not yet been selected.

c. Student assistant (SA) hours. The Chancellor's Office initially proposed to use Fall 2008 SA hours as a benchmark. CSUEU argued that it would not be fair to compare Fall 2008 SA hours to Spring 2009 or Summer 2009 hours. The Chancellor's Office agreed. We agreed to compare one year to the next year. So, Fall 2008 SA hours will be compared to Fall 2009 hours.

d. Furlough days may cause vacation periods to be "stretched." If an employee intends to retire in December, and plans to use his/her remaining vacation days in December, he/she still needs to use two furlough days in December. All that means is that he/she will be cashed out for any remaining vacation days. Vacation credits will not be lost.

8. We will provide you with copies of the side letters as soon as they are completed.

***[PLEASE NOTE: This email was sent on behalf of the Bargaining Team to the CSUEU Board of Directors, the Bargaining Unit Councils, Chapter Officers, and Staff.]***

Teven Laxer  
Senior Labor Relations Representative  
CSU Employees Union, SEIU Local 2579  
1108 "O" Street, Suite 501  
Sacramento, CA 95814  
VOICE (916) 326-4207  
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## **TREASURER'S REPORT**

**Denitra Jones**, Treasurer, reported:

Farmer's and Merchant Bank	\$1,044.84
Wells Fargo Bank	\$4,436.75
<b>Total</b>	<b>\$5,481.63</b>

Revenues	\$1,065.00
Grant	\$1,000.00
<b>Total</b>	<b>\$2,065.00</b>

**Denitra** stated she will email the report to the membership.

## **INTRODUCTIONS AND ANNOUNCEMENTS**

**President O'Neil-Rosales** stated:

**New Chapter 315 Officers** – **Denitra Jones**, Treasurer and **Rosalba Guzman**, Bargaining Unit 5 Representative.

**Luan Tinoco** has been appointed Communication Chair. She is the web site master. Our website is [www.csulb.edu/org/csea](http://www.csulb.edu/org/csea).

**Corina Carpiet**, Bargaining Unit 2 Representative, was elected to the State Wide Bargaining Unit 2 Council.

**Matthew Black**, Bargaining Unit 9 Representative, was elected to the State Wide Bargaining Unit 9 Council.

**Janet Gonzales**, Organizing Chair, was appointed to the State Wide Organizing Committee.

**Richard Duarte**, Chief Steward and Vice President, will continue on the State Wide Policy File Committee.

## **OPEN DISCUSSION SUMMARY**

**Richard Duarte**, Vice President and Chief Steward, stated: The furlough agreement is still being finalized. The president will implement the furlough plan next week. We need all of our stewards to be vigilant to insure the agreement is implemented properly and to make sure everyone does share the pain. If there are problems communicate with a union steward.

**Dan Olson**, member, stated: Student assistant amount must be compared last year to this year.

**President O’Neil-Rosales** stated: The amount of student assistants cannot be more the details haven’t been worked out yet.

**Gerry Daley**, Labor Relations Representative, stated: Peggy is right the details have not been completely hammered out. We don’t want an artificial comparison. We don’t want students doing more of our work due to furloughs. This can be grieved and arbitrated if necessary and back pay can be part of that. As Richard said, keep your eyes open regarding workload issues. Make yourself aware of how many student assistants were in your work area last year and make note of any increases. The Chancellor wants to protect instruction and to supply the same service to the students. Management wants the same work less two days of working and pay. Keep track of work performed so there can be a comparison.

**Stafford Cox**, Executive Committee Member and Steward, asked: Can they penalize us on our evaluations, example if we did 100 widgets last year and this year we only do 80 can we be ding for that? Can we grieve a negative evaluation that states we did less work?

**Gerry Daley**, Labor Relations Representative, stated: You will have 2 fewer days in the month there will be less work performed. They will try to squeeze work out of you, don’t do more work. Toni will touch on that in a minute. Yes we can file a grievance.

**Dan Olson**, member, stated: He was concerned the CFA had not made a decision yet. President Alexander will want to provide services to students, if CFA chooses layoffs then that will lead to more staff cuts.

**President O’Neil-Rosales** stated: He won’t do on the back of staff. We have an agreement and if faculty chooses layoffs, the university will still need to provide classes.

## **WORK TO RULE**

**Toni Kukreja**, Bargaining Unit 7 Representative stated: Work to Rule isn’t a slowdown instead of a strike. What we are saying is pace yourself, take all of your breaks, your lunch, be on time and leave on time, do not come in early or leave late. Do not push yourself, when you do that you hurt everyone. Don’t give them the 2 days of work back without pay. Don’t volunteer to do others work on furlough days. Be familiar with the classification standards for you classification. Make sure duties are within those standards. Report problems to your steward. Do what you are asked and we can grieve later.

You are the union get involved make your voice heard. You are our eyes and ears report issues to us.

## **OPEN DISCUSSION SUMMARY**

**Leah Walden**, member asked: For staff that are also students, will the fee waiver be the same or will that change and can we use furlough days to go to class? My department makes me make up the time.

**Toni Kukreja**, Bargaining Unit 7 Representative stated: It won't affect our waivers.

**President O'Neil-Rosales** stated: This is covered under our current contract. Contact your representative to file a grievance.

**Janet Gonzales**, Organizing Chair, stated: You don't have to take vacation or CTO to attend class we have 3 hours to attend.

**Richard Duarte**, Vice President and Chief Steward, stated: The TA agreement covers furloughs and cuts our pay 10%, but the contract is still in force, no changes. Let us know things that happen so we can address problems. This is crucial for this year and next.

**Berta Hansen**, member, stated: The fee increase does not affect our fee waiver. If anyone has a problem or a question please let her know as she works in HR.

**Frank**, member, stated: Student labor at the university needs to be monitored. The university will hire volunteer students. Student labor needs to be tracked. Some of us are Time keepers and we need to be trained on how to watch out for problems.

**Joe Mishica**, member, asked: Will furloughs and layoffs cause the purchase of service credits to decrease?

**President O'Neil-Rosales** stated: Check with CalPers.

**Matthew Black**, Bargaining Unit 9 Representative, stated: 5% of our salary goes to retirement contributions. During furloughs that will be the same.

**Corina Carpiet**, Bargaining Unit 2 Representative stated: management wants to have furloughs by hours not days.

**President O'Neil-Rosales** stated: As the BU rep file a grievance. Furloughs are days not hours.

Member asked: Will there be a decrease in union dues?

**President O'Neil-Rosales** stated: Yes.

## **ANNOUNCEMENTS**

**President O'Neil-Rosales** stated

First School is here and they have information for staff, please stop by and see them.

**Committee Volunteers** - We are looking for volunteers to work on committees; such as the Bylaw Committee, if you are interested please email me at [president315@gmail.com](mailto:president315@gmail.com). If you are available to work on the Holiday Event Committee contact Janet Gonzales.

**Steward Training** - There will be steward training soon, we are trying to coordinate it with other campuses.

**Bylaw Discussion and Vote** - August 17<sup>th</sup> at 12 pm in Psychology 148 we will have a meeting to discuss the bylaw template changes and on August 20<sup>th</sup> we will have a meeting to vote on the template changes, 12 pm CBA 140.

**Dan Olson**, member, requested that a document showing the differences side by side would be helpful.

**President O'Neil-Rosales** stated that can be sent out to members.

## **ADJOURNMENT**

Moved by Janine Licausi and Seconded by Matthew Black

**MSC** – To adjourn at 12:56 pm.

Respectfully submitted by Janine Licausi, Secretary

**The minutes are a draft and not yet approved.**