

Minutes of the E-Board  
Thursday, July 7, 2011

*Attendees:* Linda Amador, Debbie Blair, Jim Carr, Mike Geck, Val Knox, Virginia Mann, Pete Rauch, Steve Wiener, Brian Young

I. Women's Workshop at CSUSM

Linda Amador proposed holding a women's workshop on our campus this coming fall which would be open to all female union members. As a sociologist, Linda is particularly interested in informing/educating women on gender issues within the union and at CSUSM in general. This fall, she and Debbie Blair will both attend the CSUEU Women's Conference. The agenda has been published and it promises to be particularly interesting this year, addressing issues of importance to women that Linda might incorporate into the fall workshop.

Brian Young and the E-Board support Linda's idea, and hope that such a project might develop into an advocacy group within the union, in addition to encouraging more member participation. The workshop will be offered during University Hour this fall; the date has not yet been set. Linda will get back to the E-Board with details on the workshop for further review and final approval.

II. President's Response to Staff Questions at SAND Open Forum

On April 19<sup>th</sup>, SAND (Staff Appreciation and Development) sponsored a staff forum with President Haynes. During the course of the forum, questions were raised by staff members regarding staff employee levels now, compared to 2008 when the fiscal crisis began. In addition, there were questions posed regarding in-range progressions and professional development for staff. President Haynes was not prepared at the time of the forum to answer all the questions and promised to get back to staff with specifics. On June 15<sup>th</sup>, she sent a memo to SAND Committee members with her response. SAND then forwarded this memo to all staff members.

Our Chapter officers and activists are appreciative of SAND's effort to create a dialogue between the President and staff. However, as Brian pointed out, correspondence from the President regarding matters of IRPs and collective bargaining issues should not be directed to a staff organization, but rather should be sent to union officials or to all staff directly.

Pete Rauch also questioned where the statistics cited came from, since he is fairly certain that units 2, 4, 7 and 9 are down considerably from 2008 levels. Pete was formerly President of SAND for some years, and imagines they are unaware of the protocols regarding the types of information that the President should be sending to them, versus to all staff or the CSUEU directly. Pete offered to speak to Scott Gross, who oversees SAND, to ensure that he understands the required lines of communication regarding bargaining issues and the President's office.

Marvin Castillo is now the primary contact in HR for the union. He also handles performance evaluations; Lisa McLean works on IRPs, bonuses and reclassifications. Brian has cautioned Marvin that the President's communication to SAND was a violation of the contract, but if Pete contacts Scott Gross, it will likely be sufficient to ensure future communication from the President regarding contract issues will go to staff directly and not through SAND.

### III. Contract Expiration - June 30, 2011

Brian participated in a conference call this week with the union's chief negotiators. The contract expired last Thursday, June 30<sup>th</sup>. All conditions of this contract continue, with the exception that overtime must be paid and can't be used for CTO, and although grievances can continue, they cannot go to arbitration until a new contract is in place.

According to the law, working conditions can only change through negotiated agreement, but if that process is exhausted through mediation, fact-finding, and a cooling off period, the employer can unilaterally implement changes to conditions for staff. This happened in the 1990s, when the CSU ended MSA (salary step increases) and the IT series.

The union had asked for an extension of the current contract, but the CSU denied an extension, which doesn't bode well. The most likely scenario if it reaches the point where the CSU could implement changes would be a reduction in benefits. We'll hope for the best.

Val Knox asked Pete where things stood with his request to HR on guidelines for IRPs. HR has replied that there are none, and Brian will be preparing a ULP on this issue. Val expressed frustration with the fact that there have been 31 tenure-track faculty searches, yet no money allocated for staff IRPs, bonuses or reclassifications.

#### TASKS:

1. Pete will speak to Scott Gross, who oversees SAND, to ensure that he understands the required lines of communication regarding bargaining issues and the President's office.
2. Brian will prepare a ULP because the CSUSM Human Resources department does not provide guidelines to staff on how IRPs are awarded.
3. Linda Amador will set the date for a women's workshop for union members this fall. She will get back to the E-Board with details, for further review and final approval.