

Minutes of the E-Board
Thursday, January 21, 2010
MARK 221-B

Attendees: Linda Amador, Sally Jo Divis, Mike Geck, Val Knox, Virginia Mann, Pete Rauch, Steve Wiener

I. HR's Voluntary Reduction of Time Base Sessions – feedback & response

Four sessions were offered by HR today and yesterday and there is some mis-information being provided in these meetings, specifically regarding the 10/12 and 11/12 work schedules. HR has stressed full months must be taken off, but this is not the case, according to our contract. At other CSU campuses there are sometimes no restrictions and the time off can definitely be shorter than a full month at a time.

Any voluntary time reduction will likely be permanent, as Management is looking for permanent reductions to the budget, according to Sally-Jo Divis. It is felt by all that there won't be that many interested in this program if it has to be a permanent reduction.

Sally-Jo also pointed out that often there is a lot of confusion about the layoff process. Many people think that all temporary and probationary employees will be laid off before any permanent employees, but that isn't the case. If particular units or classifications are targeted, than the temporary and probationary employees will be the first to go. But other temporary & probationary employees in other units or classifications not affected would not lose their jobs. Brian Young is drafting a message explaining the layoff process which will be sent out to staff in the next email update. Along with this message, we will attach a flow chart, and "*In Case of Layoffs – Know Your Rights*", a flyer produced by CSUEU last year.

Mike Geck feels strongly that if the campus moves to layoffs, any savings from Voluntary Time Reduction should be used to save jobs. Mike also believes an option worth exploring is the CSUSM moving to an 11/12 contract, with assurances for the re-introduction of steps later on. If the campus moves to furloughs instead, he feels we should push for total campus closure, which makes sense to Val Knox also. Sally-Jo pointed out that total closure may be difficult to obtain, as MPP's may not again be furloughed as they were this year. Many MPP's work far more than 40 hours weekly and with furloughs in place, they are now working 32 hours weekly half the time. Linda Amador also noted that it has been difficult for faculty to cut 10% from their syllabus, and many feel faculty would not vote for furloughs again; the vote was extremely close last year.

Mike would like a new survey to go out soon, asking staff for their thoughts on all the options that may be offered. Virginia Mann said that Pat Morris will do the survey again, but would like to have more control over it this time as the last survey she created went out too soon and experienced problems. Sally-Jo requested that everyone send her sample questions for the survey.

II. State-wide Budget Task Force – update and local planning

Mike and Brian Young will be attending this meeting next week.

III. March 4th Public Education Rally – Chapter 321's role in CSUSM event and statewide participation

Mike reported that Don Barrett, President of CFA, has invited CSUEU officers to attend a Spring Activism Coordination Meeting on Wednesday, January 27th from 2:00 to 3:00 pm in KEL 5207. The discussion will center on actions to take on March 4th, in defense of public education. Although our union contract prohibits striking, employees can use a vacation day to participate on the 4th.

IV. Communications

Pam Ohrazda will book a space for our own Information Session on both February 18th and 25th – and we'll use one of those dates. By that time, the Union should have a lot of information to pass along to employees. Additionally, Sally-Jo has requested the Seniority Points list, which she should have by that meeting. Once we have that document, we'll discuss how to proceed with the information.

Jim Carr and Donna Dawn will work with Mike & Brian on composing the next local email Update, to go out the week of January 25th. It will include the following information:

- ❖ Follow-up questions relating to the Voluntary Time Reduction workshops.
- ❖ Announcement regarding CSUEU February meeting for employees to discuss issues relating to budget, furloughs, layoffs, VTR, etc.
- ❖ Information regarding Steward Training, to be held in February. Sally-Jo will send an email to stewards, officers, and other interested employees to pinpoint dates.
- ❖ Information regarding Reclassification training. Sally-Jo will provide more information on this proposed training.
- ❖ March 4th Public Education Rally, with link to more information.
- ❖ Budget Task Force information – to be provided by Brian and Mike
- ❖ Brian's message re layoffs, flow chart, etc.

In addition, Brian will be in touch with Jim and Donna about the Newsletter, to be sent out very soon. Val has offered to proofread the Newsletter.

Minutes submitted by Virginia Mann.