

Minutes of the E-Board
Thursday, March 11, 2010
MARK 221-B

Attendees: Debbie Blair, Jim Carr, Sally Jo Divis, Mike Geck, Karen Irwin, Val Knox, Virginia Mann, Pam Ohrazda, Steve Wiener

Sally Jo reported that Steward Training will take place on Saturday, March 20th, beginning at 8am and going into the evening. Two people will need to leave at 5pm. Debbie will order food for the day, including snacks. Russell Kilday-Hicks will be leading the training, with Brian Young observing.

I. Disseminating Seniority Points List

Brian sent out an email on March 8th regarding suggestions on distribution of seniority points. The email suggested that class lists can be posted on the website, but the individual's information should not be on public display. Included on the webpage should be the CSU Seniority Point Guide, the Know Your Rights Layoff flier, and the union contract. Notice to employees of availability of class lists and individual calculations should be by email.

Mike likes the points outlined in Brian's email. He noted that CSUEU had told HR we would hold off on distributing the points information until managers had selected positions for elimination.

In response to a question, Sally Jo explained that layoffs will be by skill level – such as ASA II or ASA I, but layoffs will not be by specialized skills. That will be used by HR in only very exceptional cases and those skills would need to be contained in the original job description for the position. In response to another question from Virginia, Sally Jo said that anyone bumped into a new position by their retreat rights, would enter that position as a permanent employee – there would be no probation.

Pam mentioned that Linda Hawk had implied at her coffee hour that she was not in favor of the Voluntary Time Reduction program because that is only temporary savings.

Sally Jo said that there was no choice about VTR – once there are layoffs, that program goes into play.

Mike stressed the need to get a message out to staff where things stand. It was pointed out that Monday, April 5th, the first day after Spring Break, is a faculty furlough day. Our Chapter will hold a meeting that day. After some discussion, it was decided that we will notify staff that we will distribute points to all staff at that meeting. Pam has volunteered her printer, and several people at the meeting (Pam, Karen, Val, Virginia – anyone else?) volunteered to help print out the hundreds of individual points lists during the next two weeks. We will use a wireless USB stick to maintain confidentiality. Sally Jo will take the lead on organizing the volunteers to help prepare the points lists.

Jim Carr offered to deliver a surplus computer and printer to the CSUEU office in University Hall 453, where the printing will take place. Pam has also offered to provide surplus office supplies for UH 453, and a rolling bag for Mike also. Mike will initiate the request for office keys for E-Board and activists.

Jim will work with Brian on compiling an email message bringing members up to date and announcing the April 5th meeting.

II. Furlough Survey Follow-Up

Mike emailed results from HQ from the survey about how the furlough program has been going for staff. There was also an issue of an email from HQ being forwarded that showed Pam's name in a vague reference to grievance issues. Mike had only sent this email to the Communications Committee, but Sally Jo requested anything of that order should be limited to Stewards – if the email makes any reference to a grievance.

III. Organizing Efforts to Mitigate Layoffs

The March 4th event was the kick-off of organizing efforts and Mike asked how activists would like to proceed. Everyone felt Mike did a great job speaking at the rally, but some were disappointed with the turnout, especially of staff. Sally Jo pointed out that when asked if they want to help the union on the recent survey, most said no. People are still taking our Chapter survey so those results are not yet in.

Mike questioned whether another survey should be done soon, but Pam felt it was too soon for another one – people would tire of them. Sally Jo suggested another survey after the layoffs are announced. Mike fears that after layoffs, people may not care if

they aren't personally affected. But Val feels that most will care because even if they aren't laid off, their colleagues may have been.

The Union has asked HR to give us the information on Temps and Probationary employees who will be laid off, and they have said that they will. Sally Jo pointed out that anyone not in a permanent position is considered a temp, regardless of their length of contract. Temps have points associated with them on the list, but until they become permanent, they aren't points that can be counted towards seniority.

Sally Jo feels that long-term temps may be targeted over short-term temps, since they need to be made permanent eventually and there are no funds for new permanent positions. Any long-term temp that would have to be made permanent by June 30th will likely be laid off before then.

Mike mentioned one organizing idea from the Board of Directors was that during a Board of Trustees meeting with Presidents at the Chancellor's Office, everyone should blitz their campus President with an email at the same time, as a show of force. This idea hasn't yet been organized, but it could be effective.

The meeting on Friday will involve Communications and how our campus is going to organize.

Minutes submitted by Virginia Mann, Secretary of Chapter 321