

Minutes of the E-Board  
Thursday, March 3, 2011

*Attendees:* Danny Aguilar, Debbie Blair, Jim Carr, Sally Jo Divis, Mike Geck, Val Knox, Virginia Mann, Pamela Ohrazda, Pete Rauch, Steve Wiener, Brian Young

I. Board of Directors meeting in Sacramento

Mike Geck, Debbie Blair and Pete Rauch attended the Board of Directors meeting in Sacramento over the past weekend. Mike was appreciative of the fact that the bargaining process is more transparent than in the past; the chapters are more involved in the process this time. Pete had the opportunity to talk to Russell Kilday-Hicks, our VP for Representation, regarding the bargaining process. Pete is hopeful of a more positive experience this time, should any members of the bargaining team take a tour of campuses. The BOD meeting culminated in a rousing rally on behalf of the Union in front of the Capitol. Tea Party enthusiasts were also evident, but CSUEU activists far outnumbered them. Order was maintained.

II. Visit to CSUSM - Russell Kilday-Hicks

The date has been set for the CSUEU VP for Representation to visit our campus on Thursday, April 7<sup>th</sup> during University Hour. Pam Ohrazda will work with Debbie to plan any refreshments. The Faculty Center Patio has been reserved for the event. This will be VP Kilday-Hicks "listening tour", where he will explain the bargaining process to staff and then get input from them. The idea is to rally the troops, and make the bargaining process accessible to employees.

III. Bargaining the new Contract

If the public approves an extension of current taxes, the CSU should be OK for the next couple years. If not, there will likely be layoffs. Val Knox wondered if the results of the recent staff survey will have any influence on bargaining? Mike felt it would somewhat, although the survey came a little late to have much effect.

Mike feels that retaliation is an extremely important issue in the CSU; there are numerous incidents of it against union activists and it needs to be confronted. It is completely illegal and can be dealt with on a legal basis. But still, our campus has an over abundance of retaliation instances, although sometimes it is subtle. Brian also stressed the need to return to "step" increases. Hardly anyone is at the top of their classification anymore; in the 1990s it was the norm that people could reach the top in about five years.

Val mentioned there is also a lot of staff frustration with the plan to hire 31 new tenured faculty. This will bring more work to an already over-burdened staff, with not one new staff position created to support the new faculty. Sally-Jo noted there is an Account Coordinator meeting to discuss Restructuring on the third Thursday of each month. The AC's are staff who are particularly impacted by these restructuring changes. Pete will volunteer to attend as observer.

#### IV. Organizing Committee - Brian's Efforts

Brian is working at SDSU on getting a new Organizing Committee started. He's working with a group on basic principles of Organizing; has developed a map of campus and a list of current and potential activists. Brian is finding this a useful exercise and would like to try the same thing at CSUSM. He's produced a booklet: *CSUEU Organizing in Perspective: A Brief History of CSU Union Organizing*. A primary component of organizing is a map of campus showing the clusters of employees. We will need a network of activists at the building level - we want activists in departments/units so people can identify the union with their colleagues.

Mike asked for volunteers to attend the March 12<sup>th</sup> Southern California Regional Activists Meeting (SCRAM) at Cal State Northridge and March 13<sup>th</sup> for the Regional Campaign Training at Manhattan Beach- a hands-on workshop on campaign planning. One person from each campus will be funded to go - either the Organizing chair, President, or designee can attend and it will be funded by the CSUEU Organizing Committee. Mike is on the Organizing Committee (automatically funded) and Debbie will be designee if no one else wants to go.

Unit 5 Rep - Cesar Aguilar has been dismissed from CSUSM. Danny Aguilar has agreed to be the new Unit 5 rep. A motion was made to confirm Danny Aguilar as Unit 5 rep; the motion was seconded and approved.

Minutes submitted by Virginia Mann, Chapter 321 Secretary