

Minutes of the Executive Board
Thursday, November 5, 2009

Attendance: Cesar Aguilar, Debbie Blair, Donna Dawn, Sally-Jo Divis, Mike Geck, Virginia Mann, Pete Rauch, Steve Wiener, Brian Young

I. Brian Young reported that CSUEU meetings with Human Resources have been civil. Joanne Shydian has been attending these meetings, HR is interested in understanding the Union perspective. Mike Geck, Sally-Jo Divis, and some of the other Stewards are also attending these meetings. (Minutes will be posted on our webpage.) HR is trying to figure out what tools they have to manage this crisis. Our campus has never gone through layoffs before.

II. Brian also reported that there have been a number of MPP firings at the Chancellor's office, all in IT services. He felt it was likely that MPPs would be the first to be let go, since it's a much simpler matter than union-represented layoffs.

Brian described the manner in which HR is attempting to assign seniority points for each employee. This will be used in determining layoffs within classifications and is an enormous task. Points are awarded for each year of service in each classification. If an employee is bumped down to a prior (lower) classification, they take with them the points they earned in the higher one. In cases of ties (for layoffs), the "winner" would be the employee with a higher rating of specific skills, competency (performance evaluations?), and meritorious service (bonuses, awards?). The President can exempt employees from layoffs in very rare cases because of their documented specialized skill not possessed by others, or an essential need for a program.

III. HR is working on the premise that layoffs are coming and voluntary time reduction, furloughs, or cost savings will only mitigate some layoffs. The long lead times needed for layoffs means HR is trying to get a head start if they are needed. (A 11/12 work schedule would generate an 8% pay cut.) A new survey was suggested for January to gauge staff mood on a number of issues surrounding the budget crisis, including reduced work schedules or more furloughs in 2010-11. The Union is still hopeful that other solutions can reduce the need for most layoffs.

- IV. Mike brought up the fact that contracting out for custodial services and landscaping continues, and repeated efforts to rid CSUSM of outside contractors had not yet been successful. A grievance brought about on behalf of dispatchers has resulted in \$138,000 system-wide in overtime payments. Dispatchers are Unit 7, and they were working the 3/12 schedule incorrectly. CSUEU also filed a grievance on behalf of Student Health & Counseling Services (Unit 2) and those employees are now exempt from furloughs.
- V. Brian recommends focusing on cost savings now: eliminating contracting out, and other ideas that employees may come up with, and ascertaining staff interest in voluntary work reductions or furloughs. Mike hopes that any cost savings measures that employees come up with can be applied to staff's share of the burden. It's much better to get these discussions going now, while the 2010-11 budget is still fluid.
- VI. Mike is working on a plan to encourage members to take a personal day or vacation day to go en masse to our State representatives' offices and demonstrate to "Fund the CSU". Buses and food would be provided for the trip. Sally Jo feels the message might be more specific than simply funding the CSU.

Minutes submitted by Virginia Mann, Secretary