

Minutes of the Executive Board
Thursday, October 1, 2009

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

- I. The E-Board discussed fears expressed by staff that layoffs will be instituted in the future. Brian felt that although furloughs might again be offered as an option to mitigate the amount of layoffs, that layoffs will likely be part of the equation.

- II. Brian reported that SDSU has asked him to conduct 3 workload workshops, for Exempt, Non-Exempt, and Unit 5 employees. Brian would use his Furlough Guide as a starting point for the workshops, and offered to also conduct an Exempt and Non-Exempt workload workshop at CSUSM. Brian has been unbelievably busy with out of area cases and arbitration assigned to him during the past month, but hopes to have time to prepare for these workshops for our two campuses after October 23rd, when these cases should wind down. He discussed various issues to be covered at the workshops, and suggested as “homework” that staff should be asked to locate their most recent job description and the classification standards for their position.

The E-Board discussed possible dates for these workshops, and settled on Thursday and Friday, October 29th and 30th. Food will be served, and a Smart room will be sought which can accommodate 40 to 50 people. Virginia and Debbie will figure out the venue, and notify Pam Ohrazda about the dates.

- III. Sally-Jo asked if there had been any response to the local and statewide grievances that were instituted because of the issues relating to the furlough MOU. Brian said there had not been any response.

- IV. Cesar brought up the fact that outside contractors are still being brought in to work on Fridays that are furlough days. Brian suggested a “Meet and Confer” with both Custodians and Landscapers.

- V. Pete brought up the fact that management has been able to create a furlough calendar that basically ignores the rules set by the MOU. The union has filed

grievances, yet some staff appear to side with management on the issue, and the CSUEU looks ineffectual. Virginia felt that most staff seem to be accepting of the furlough calendar and that by pressing the issue with management, we are seen by some as “bullying” management.

- VI. Discussion ensued of workload issues among the E-Board. Pete noted that some employees keep a journal of what they’re working on and they might compare this September to last September. Mike said a realistic way of assessing what can be accomplished by employees with 10% time reduction needs to be found. Mike also noted that he heard from an MPP that management should be less generous in their performance evaluations next Spring.
- VII. The E-Board decided that a brief survey might be created, to be sent to all staff, requesting their opinion on various issues related to workload. The results of the survey will help determine the content of the workshops. Pat Morris has offered to prepare surveys for the CSUEU, and Sally-Jo will draft survey questions for review by the officers.

Minutes submitted by Virginia Mann, Secretary