

## **CSUEU Chapter 302 Chico State Chapter Membership Meeting**

Wednesday, March 20, 2024 from 12:00-1:00 p.m. in Kendall Hall 207/209

**Presentation:** Ann Wilson

- [State of the Union](#)

### **Agenda and Meeting Minutes:**

1. Student Assistants, Unit 15 – Update
  - a. Passed with 97% in favor. It could take up to a year or more for them to form their collective bargaining agreement (a team has been established to do this).
2. Approval of Chapter Budget – Approved.
  - a. Motioned (Vodden, Justin) to vote to approve the budget. Motion seconded (Wilson, Christian/Alex). Restated, debated, and voted.
    - i. Official vote: 33 in favor, out of 40 total in attendance.
      1. Comment: allocate unspent money to the holiday party, the holiday party used to be fun, and this will be a way to give the chapter money back to the people.
        - a. Recommendation: create a committee to plan this event and submit a proposed budget to the president for consideration.
        - b. Recommendation: facilitate white elephant using no chapter money and people can participate if they want to with a \$20-\$25 gift limit.
      2. Comment: suggestion to cancel all hospitality (i.e. pizza at the chapter meeting) and the holiday party to save and put that money toward people who can do more negotiation work for bargaining to get more for everyone.
    - b. Comment: boosting membership is our number one priority.
3. “You asked. We listened.”
  - a. Article 17 and assignment of duties
    - i. Comment: consider reviewing hiring practices if people in charge of the hiring are hiring their friends, although the individuals might be qualified.
    - ii. Comment: what is the definition of seniority (i.e. time in the role, time in the department or division, time on the campus)? Time in classification, not years of service to the university.
4. Contract Bargaining 2025
  - a. How do we share what we would like to see on the bargaining table this next round?

**Open forum (questions, comments, concerns)**

- Divisions are projecting 5, 10, 15% budget cut scenarios over the next three years.
- Workload and Performance Evaluation Questions
  - **When someone retires can their work duties be added to someone else's workload (or spread out across multiple workloads)?** [KNOW YOUR RIGHTS](#). This must be communicated to you by your manager and should be formally added to your job description. If you are already at 100% workload, some of your existing workload should be removed to accommodate for new workload being added.
  - **Can I refuse to sign a performance evaluation?** [KNOW YOUR RIGHTS](#). Permanent employees should receive annual performance evaluations. [\[Article 10.1\]](#) You have 10 workdays to review the draft and provide a response, if any, to your Appropriate Administrator. [\[Article 10.8\]](#) If you still disagree with any aspect of your evaluation, you have the right to submit a rebuttal and have your evaluation reconsidered in light of the rebuttal statement. [\[Article 10.12\]](#) Prior to submitting your rebuttal, you should review it with your CSUEU steward or Labor Relations Representative. Upon request, you can ask to meet with your Appropriate Administrator to discuss the evaluation, and you have the right to have a representative in the meeting. Such a meeting shall take place within seven (7) work days. [\[Article 10.11\]](#)
  - **Can an annual review be completed a year and a half late?**
  - **Can someone other than my direct supervisor conduct my performance evaluation?** Only your Appropriate Administrator shall present you with a draft of your performance evaluation for your review, input and discussion. [\[Article 10.7\]](#)
  - **Can a department hire only work-study students (international students are not eligible to apply for work-study funds) or an entry-level professional staff instead of hiring students who will now be a part of a union and working in 4-year cycles (i.e. continuously rotating out of their job)?**
- Reminder: if you see something, say something -- fill out a chapter [contact form](#) that is evidence-based (not hear-say) and we will do what we can to support you.
- Lunch and Learn ideas: workload and position descriptions, complaints and retaliation (what is and what isn't retaliation) process.

**NEXT CHAPTER MEETING: Wednesday, 5/15/2024 from 12:00-1:00 p.m. in CLSA 100A**