

CSUEU CHAPTER 302

STATE OF THE UNION

MARCH 20, 2024





STUDENT ASSISTANT CAMPAIGN

97% of CSU student employees vote YES for unionization

- The student workforce will then become bargaining unit 15 of the CSUEU and begin negotiations for their own contract.
- Higher wages, increased hours and paid time off are among student workers' top demands. At the moment, those in their position receive state minimum wage, can only be compensated for working up to 20 hours a week and do not receive benefits or paid time off.





CSUEU CHAPTER 302

THE BUDGET

Our forecasted expenses for 2024

2023 Year End Carryover - **\$6,700.00**

2024 Operating Expenses:

Renewal - Zoom - **\$150**

Renewal - Microsoft Office 365 - **\$820**

2024 IT Equipment - **\$1,200**

Officer Laptop

2024 Chapter Meeting Expenses - **\$4,000**

2024 Retreat/Training - **\$1,500**

2024 Bargaining Support - **\$3,730**

Printing costs, solidarity events, strike activities

2023 Expenses Carryover - **\$1,200**

Chapter meeting lunches

Total Expenses: (\$12,600)

Estimated Monthly Revenue: ~\$512.50/month

Estimated 2024 Annual Revenue: **~\$6,150**

Estimated Total Revenue: **~\$12,850**



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You asked. We listened.

Questions raised last month

During our chapter meeting last month, you asked about . . .

Assignment/ reassignment

How are work assignments decided?

Sunshining articles

How do we let HQ know what is important to us?



CRONYISM

the appointment of friends and associates to positions of authority, without proper regard to their qualifications.

FAVORITISM

the practice of giving unfair preferential treatment to one person or group at the expense of another.

Neither of these terms appear in our collective bargaining agreement.

COLLECTIVE BARGAINING AGREEMENT

the result of an extensive negotiation process between the parties regarding topics such as wages, hours, and terms and conditions of employment.



COLLECTIVE BARGAINING AGREEMENT

Article 3: Management Rights

3.1 The CSU retains and reserves unto itself, **without limitation**, whether exercised or not, all powers, rights, authorities, duties, and responsibilities which have not been specifically abridged, delegated or modified by this Agreement.



COLLECTIVE BARGAINING AGREEMENT

Article 17: Assignment and Reassignment

Permanent Reassignment

17.8 Employees **may be reassigned** to another position within the same skill level and classification.

17.9 An employee **shall** be provided with **written notice** of permanent reassignment to another position fourteen (14) days prior to the effective date of such a reassignment ... If more than one (1) employee requests an opportunity for reassignment to the same position, the Appropriate Administrator **shall give consideration to seniority** provided that operational needs are met.

17.10 An employee **may request in writing** a lateral reassignment to a posted position that is the same classification and skill level as the employee's existing classification and skill level. An employee reassigned under this provision shall be paid at least the same salary rate as that of their previous position.

If more than one (1) employee requests an opportunity for reassignment to the same position, the Appropriate Administrator **shall give consideration to seniority** provided that operational needs are met.



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Chapter 302
Chico

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COLLECTIVE BARGAINING AGREEMENT

What is sunshining?

The Higher Education Employer-Employee Relations Act (HEERA), which governs collective bargaining of higher education employers in the State of California, requires that the University as the employer provide notice to the public before it begins negotiations with an exclusive representative (CSUEU).

CSUEU is required to solicit input from represented members as to what articles they feel need to be addressed. CSUEU will send out a survey in the fall of the year prior to the scheduled reopening of the CBA.



CSUEU CHAPTER 302

CSUEU/CSU 2022 Sunshine Proposals



CSUEU's Units 2, 5, 7 and 9 Sunshine Proposal CSUEU-CSU Reopener Bargaining

Pursuant to Article 29.2 of the 2018 – 2020 Collective Bargaining Agreement between the California State University Employees Union (CSUEU) and the Board of Trustees of the California State University (CSU) extended by mutual agreement of the parties to expire June 30, 2022, CSUEU presents this initial proposal to open the following articles and commence bargaining. CSUEU reserves the right to add to, modify or delete these proposals and to introduce new proposals during the course of negotiations.

Article 3: Management Rights

- The Union will propose revisions to stop our jobs being outsourced.

Article 9: Employee Status

- The Union will propose revisions to allow our members to advance their skills and careers.

Article 20: Salary

- The Union will propose revisions to create a salary structure that recognizes, retains, and advances experience and loyalty to CSU.

Article 22: Professional Development

- The Union will propose revisions to create opportunities for CSU employees to reach their full potential.

Bargaining Units 2, 5, 7 & 9 2022 Successor Agreement Negotiations California State University Bargaining Proposals

Article 5 – Union Rights

- Incorporate AB 119 requirements into the CBA.

Article 17 – Assignment/Reassignment

- Amend current contractual provisions in relation to employee assignments and reassignments.

Article 18 – Hours of Work

- Amend current contractual provisions in relation to establishing and assigning work schedules for employees consistent with prevailing law and campus operational needs.

Article 20 – Salary

- The CSU will make proposals to amend the salary Article.

Article 21 – Benefits

- The CSU will make proposals to amend the benefits Article.

Article 24 – Layoff

- Provide clarity to existing language regarding work notice requirements allowing for easier implementation and better understanding of rights and requirements.

Article 25 – Non-Discrimination

- Ensure consistency with CSU Executive Order processes and prevailing law.

Article 29 – Duration and Implementation

- The CSU will make proposals on the duration of a successor Agreement.

Appendices and Side Letters

- The CSU will review all Appendices and Side Letters, and make proposals to amend, retain, or delete as appropriate.

The University reserves the right to add, modify, or delete proposals during the course of negotiations, in accordance with applicable laws.



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SUNSHINING ARTICLES

The 5 stages of collective bargaining



Preparing for bargaining

CSUEU will reach out to all of the chapters to seek input on issues for potential proposals.



Resolving a contract dispute

Usually, the parties can use mediation, arbitration, and/or a strike or lockout to reach an agreement.



Conducting negotiations

Negotiations usually take several rounds of bargaining. CSUEU and CSU express the rationale behind their proposals.



Changing the contract

With the agreement of both parties, any section of a ratified contract can be revised during the term of the contract. In addition, either at the bargaining table or during the life of a contract, the parties can bargain a memorandum of understanding (MOU) related to a specific issue. The benefit of an MOU is that it allows the parties to reach an agreement on a new or unforeseen issue that is important to both parties.



Ratifying the contract

When the CSUEU and CSU teams reach a tentative contract agreement, they review the proposed contract with their respective constituencies.



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1910

Photograph shows four women strikers from Ladies Tailors union on picket line during the "Uprising of the 20,000," garment workers strike, New York City.

(Source: similar Bain photograph: LC-USZ62-49516)