

## AGENDA

### COMMITTEE ON COLLECTIVE BARGAINING

**Meeting:** 8:30 a.m., Tuesday, May 19, 2015  
Munitz Conference Room—Closed Session  
Government Code §35969(d)

3:30 p.m., Tuesday, May 19, 2015  
Dumke Auditorium—Open Session

Debra S. Farar, Chair  
Rebecca D. Eisen  
Lupe C. Garcia  
Hugo N. Morales

#### **Open Session—Dumke Auditorium**

##### **Consent Item**

Approval of the Minutes of the Meeting of March 24, 2015

##### **Discussion Items**

1. Adoption of Initial Proposals for Re-Opener Contract Negotiations with Bargaining Unit 3, California Faculty Association (CFA), *Action*

**MINUTES OF MEETING OF  
COMMITTEE ON COLLECTIVE BARGAINING**

**Trustees of The California State University  
Office of the Chancellor  
Glenn S. Dumke Conference Center  
401 Golden Shore  
Long Beach, California**

**March 24, 2015**

**Members Present**

Roberta Achtenberg, Chair  
Debra S. Farar, Vice Chair  
Rebecca D. Eisen  
Lou Monville, Chair of the Board  
Hugo N. Morales  
Timothy P. White, Chancellor

Trustee Achtenberg called the Committee on Collective Bargaining to order.

**Approval of Minutes**

The minutes of the January 28, 2015 meeting were approved as submitted.

**Public Speakers**

The committee heard from the following public speakers.

Jeff Solomon, president of the Statewide University Police Association, expressed his appreciation to the bargaining teams for the successful negotiation of the Collective Bargaining Agreement and emphasized the important contribution university police make to the operation of the university.

Chris Sprofera, vice president of the State Employees Trades Council – United (SETC), noted that negotiations will soon begin on a new SETC contract and emphasized the role that SETC members play in addressing deferred maintenance matters.

California Faculty Association (CFA) Jennifer Eagan, associate vice president – North, East Bay, and Kevin Wehr, political action legislative chair, Sacramento, spoke of campus based equity programs and the upcoming CFA negotiations.

California State University Employees Union (CSUEU) Pat Gantt, president, Chico, thanked Chancellor White and Vice Chancellor Lori Lamb for forming the working group on workplace environment and hoped it would result in systemwide policies and training. Mike Geck, vice

president organizing, San Marcos, stated he appreciated that progress was being made on the issue of workplace bullying, and expressed his support for equity issues and a living wage. Tessy Reese, bargaining unit 2 chair, San Diego, supported the efforts to improve workplace behavior, and expressed her approval of Chancellor White and Vice Chancellor Lori Lamb's setting up a working group on workplace behavior and hoped it would achieve rapid results. Mike Chavez, bargaining unit 5 chair, Stanislaus, defined bullying as a pattern of destructive and deliberate demeaning of co-workers and spoke of its emotional, physical and economic cost. John Orr, bargaining unit 7 chair, Fullerton, spoke of the need for competitive salaries in order to employ qualified people. Susan Smith, bargaining unit 9 vice chair, Fullerton, spoke of workplace conduct, equity, competitive salaries, the "Fight for 15" and pay equality for women. Alisandra Brewer, vice president, representation, Sonoma, spoke about the administration of the In-Range Progression programs and inversion issues.

Trustee Achtenberg indicated the points expressed would be taken under consideration.

### **Ratification of One Tentative Agreement and Adoption of Two Initial Proposals**

Vice Chancellor Lori Lamb presented the three action items to the Committee.

#### **Action Items**

The committee then unanimously approved the following action items:

1. Ratification of the Collective Bargaining Agreement Between California State University and Bargaining Unit 8, the Statewide University Police Association.
2. Adoption of Initial Proposals for Successor Contract Negotiations with Bargaining Unit 6, the State Employees Trades Council.
3. Adoption of Initial Proposals for Successor Contract Negotiations with Bargaining Unit 4, the Academic Professionals of California.

Trustee Achtenberg expressed that she found welcoming and very gratifying the improvement in the University's relations with its unions which she has observed.

Trustee Achtenberg then adjourned the meeting.

**COMMITTEE ON COLLECTIVE BARGAINING**

**Adoption of Initial Proposals for Re-Opener Contract Negotiations with Bargaining Unit 3,  
California Faculty Association (CFA)**

**Presentation By**

Lori Lamb  
Vice Chancellor for Human Resources

**Summary**

The adoption of initial proposals for re-opener contract negotiations with Bargaining Unit 3, California Faculty Association (CFA) will be presented to the Board of Trustees. The initial proposals are attached for review.

**Recommended Action**

The following resolution is recommended for adoption:

**RESOLVED**, by the Board of Trustees of the California State University, that the initial proposals for re-opener contract negotiations with Bargaining Unit 3, California Faculty Association are hereby adopted.



**Initial Proposals for Re-Opener Contract Negotiations with Bargaining Unit 3 (California Faculty Association)**

**Article 31 (Salary)**

**For Fiscal Year 2015/2016, the CSU is proposing a compensation pool of 2% for Bargaining Unit 3 (California Faculty Association) to be distributed through the collective bargaining process.**

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May 1, 2015

John Swarbrick  
Associate Vice Chancellor for Labor Relations  
California State University  
401 Golden Shore, 4<sup>th</sup> Floor  
Long Beach, California 90802-4210

Re: Request to Reopen Bargaining on Salary

Dear Mr. Swarbrick,

This letter serves as a formal request to reopen bargaining over salary per Article 31.9 of the parties' current Collective Bargaining Agreement. In addition, CFA seeks to reopen bargaining over Article 40, Extension for Credit Employment on the topic of benefits eligibility pursuant to the terms of the Memorandum of Understanding signed by the parties on December 16, 2014.

Through reopener bargaining, CFA seeks to increase the salaries of Unit 3 members in the 2015-2016 Academic Year and to expand the benefits enjoyed by our members who work in Extension for Credit Employment, many of whom work under conditions lacking in healthcare and other standard CSU employee benefits.

The Race to the Bottom paper series has offered ample evidence of lagging salaries for Unit 3 members, with the attendant costs to our families, our students, and our communities. While the managers of the CSU may be satisfied with their minimal efforts to help the 25,000 faculty in the CSU, faculty members have clearly expressed their dissatisfaction. We take our direction from the faculty we represent, who desire basic economic justice so they can continue to perform the core mission of the CSU: helping the students in the CSU achieve success.

Bargaining over salary and benefits is a task that we are more than willing to undertake because it is the right thing to do. We intend to fight vigorously against the Race to the Bottom that the administration is leading and that is causing such hardship and suffering. Faculty, their families and their students deserve no less.

When we discussed dates by phone recently, you suggested that CFA propose dates to bargain. We will do so within the next few days.

Yours truly,

  
Kathy Sheffield  
Director of Representation

CC: The Trustees of the California State University

AAUP • CTA/NEA • SEIU/CTW

