

AGENDA

COMMITTEE ON COLLECTIVE BARGAINING

Meeting: 3:45 p.m., Wednesday, November 8, 2000
Glenn S. Dumke Conference Center – Open Session
Munitz Conference Room – Closed Session

Ralph R. Pesqueira, Chair
Bob Foster, Vice Chair
Roberta Achtenberg
William D. Campbell
Martha C. Fallgatter
William Hauck
Anthony M. Vitti

Open Session – Glenn S. Dumke Conference Center

Approval of Minutes of Meeting of September 19, 2000

Ratification of Agreements as Needed

Requests to Address the Committee

No requests have been received to date to address the committee

Closed Session – Munitz Conference Center

Government Code Section 3596[d] – Committee Members
Chairman of the Board
Chancellor and Staff

**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**

September 19, 2000

Members Present

Ralph R. Pesqueira, Chair
William D. Campbell
Laurence K. Gould, Jr., Chair of the Board, ex-officio
William Hauck
Charles B. Reed, Chancellor, ex officio

Members Absent

Robert G. Foster, Vice Chair
Roberta Achtenberg
Martha C. Fallgatter
Anthony M. Vitti

Other Trustees Present

Daniel N. Cartwright
Debra S. Farar
Murray L. Galinson
Harold Goldwhite
The Honorable Robert Hertzberg
Neel I. Murarka
Dee Dee Myers
Frederick W. Pierce IV
Ali C. Razi
Stanley T. Wang

Chancellor's Office Staff

Richard P. West, Executive Vice Chancellor and Chief Financial Officer
Jackie R. McClain, Vice Chancellor, Human Resources
Douglas X. Patiño, Vice Chancellor, University Advancement
Christine Helwick, General Counsel
Karen Yelverton, Assistant Vice Chancellor, Governmental Affairs
Samuel A. Strafacci, Senior Director, Employee Relations

Chair Pesqueira called the meeting to order at 4:14 p.m.

Trustee Gould introduced Speaker of the State Assembly, Robert Hertzberg. Mr. Hertzberg told the committee that his role is policy and budgetary matters as they relate to the university system. He explained that he is trying to develop a plan and budget priorities for early next year.

Approval of Minutes

The minutes of July 18, 2000, were approved as submitted.

Chair Pesqueira stated that there were no agreements to ratify at this time. He explained to the committee that the CSU is at impasse with the Academic Professionals of California (Unit 4) and the California Faculty Association (Unit 3) and that the continuation of the Faculty Merit Increase (FMI) program is the major issue in dispute with the CFA. Chair Pesqueira introduced Dr. Ali Saad, Managing Partner of Resolution Economics LLC, who was hired to prepare a report in response to CFA allegations that the FMI program discriminates against female faculty members.

Mr. Hertzberg then read a letter that he had prepared and sent to Chancellor Reed. The letter stated that gender equity is serious and that the Legislative Analyst's Office has been requested to conduct a review of the CSU's FMI data. The review is to be completed by January 1, 2001.

Dr. Saad then gave his presentation based on the data he was provided and answered questions from the committee and other board members. Based upon his preliminary analysis, Dr. Saad did not find any indication of gender bias.

Ms. Christine McCarthy, Vice President, Academic Professionals of California, stated that she had expected to be coming to the meeting to thank the Board for the tentative agreement. She told the committee that the bargaining team worked hard to come up with proposals to meet the Board's need for merit pay as well as to meet the needs of their members. She then described the people that APC represents.

Dr. Charles Goetzl, President, Academic Professionals of California, said that the collective bargaining process has failed again and that a fundamental change to the bargaining system is needed. He then explained that APC and the CSU are in mediation, and that factfinding appeared imminent. Dr. Goetzl told the committee that the APC is preparing a proposal for a three-year contract, with no economic reopeners. In exchange, APC wants several important improvements.

Ms. Pauline Robinson, President, California State Employees Association, expressed some concern about the upcoming full contract bargaining. She explained that the CSEA has been engaged in the Labor Management Committee for a year now. She feels that the CSU should step back and look at the merit pay program.

Trustee Campbell stated that after the first year of the faculty program, there was a committee formed, of which he was a member, and suggestions were made for program changes. He stated that the CFA just did not want a merit pay program. He said that the CSU would do everything it can to make it work for all employees.

Dr. Susan Meisenhelder, President, California Faculty Association, stated that there are serious problems with the FMI program when only those who apply are taken into consideration. She said that even if the data is correct, the FMI program might be closing any salary gap for those female faculty who get awards, not for those who did not apply for consideration. Dr. Meisenhelder stated the CFA has not been provided all the data that it needed. She said that the sharing of information has been the problem that has plagued this round of bargaining. Dr. Meisenhelder said that she is glad to see that the gender equity issue is of concern to the Board.

Dr. Meisenhelder proposed choosing together a “super” statistical expert to look at both the CSU’s and the CFA’s data. She said the two sides could share the costs, but that something must be done to ensure they do not have contradictory data. She explained that an expert could help the parties look at various aspects of the program, analyze and sort out problems, and help with solutions.

Mr. Jim Semelroth, Arbitration Specialist, California Faculty Association, stated that there is a backlog of grievances and arbitrations. He said that the CFA staff is working hard with Sam Strafacci and his staff, but even though they have made substantial progress, Mr. Semelroth explained to the committee that the problem is that Mr. Strafacci is working with only three staff members. He said that is not enough and that the CFA has hired several new staff members just to process grievances. He then said that the Board should take a serious look at CSU staffing levels. He explained that the current problem is not fair to the faculty, presidents and staff.

Ms. Jackie McClain, Vice Chancellor, Human Resources, stated for the record that the preliminary report on FMI was made from the same data given to the CFA.

Trustee Pesqueira thanked Dr. Saad and said he looked forward to seeing future reports.

Adjournment

The meeting adjourned at 5:19 p.m.