

AGENDA

COMMITTEE ON COLLECTIVE BARGAINING

Meeting: 4:00 p.m., Tuesday, September 19, 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 July 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**

July 18, 2000

Members Present

Ralph R. Pesqueira, Chair
Bob Foster, Vice Chair
Roberta Achtenberg
William D. Campbell
Martha C. Fallgatter
Laurence K. Gould, Jr., Chair of the Board, ex officio
William Hauck
Anthony M. Vitti
Charles B. Reed, Chancellor, ex officio

Members Absent

None

Other Trustees Present

Daniel N. Cartwright
Debra S. Farar
Murray L. Galinson
Harold Goldwhite
Neel I. Murarka
Dee Dee Myers
Frederick W. Pierce IV
Stanley T. Wang

Chancellor's Office Staff

Richard P. West, Executive Vice Chancellor and Chief Financial Officer
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 3:37 p.m.

Approval of Minutes

The minutes of May 9, 2000, were approved as submitted.

Chair Pesqueira requested that Ms. Jackie McClain, vice chancellor, human resources, report to the Board the status of contract negotiations. Vice Chancellor McClain explained that the Memoranda of Understanding with the Union of American Physicians & Dentists (Unit 1), the State Employees Trades Council (Unit 6), the Statewide University Police Association (Unit 8) and the International Union of Operating Engineers (Unit 10) had been ratified by Union membership and were being recommended for ratification by the Board. She explained that the Memorandum of Understanding with the California State Employees Association was being recommended for ratification pending ratification by its membership. Ms. McClain informed the Board that the CSEA was very supportive of the tentative agreement which had been reached.

Vice Chancellor McClain thanked the chief negotiators for the management team, Sharyn Abernatha, Freya Foley and Joel Block. She also acknowledged the efforts of the Union's bargaining team members. Ms. McClain told the Committee that during negotiations this year, conflicts were resolved in a collegial manner and that there was a true commitment by both parties.

Mr. Sam Strafaci, senior director, employee relations, then summarized each tentative agreement which was being recommended for ratification.

Chancellor Reed commended each labor organization for the spirit and professionalism they provided for these negotiations.

Chair Pesqueria then called for a vote, and the agreements were ratified by the Committee.

Ms. Pauline Robinson, President, California State Employees Association, stated that this was the best round of negotiations and that there was a true commitment on both sides. She thanked the members of the CSEA bargaining team, CSU's chief negotiator, Freya Foley, and Vice Chancellor McClain for being available during negotiations and for answering questions with straightforward answers. Ms. Robinson mentioned issues that would be discussed during next years bargaining and told the Committee that the CSEA strongly recommended ratification of the agreement by the Union members.

Dr. Charles Goetzl, President, Academic Professionals of California, expressed his disappointment that no agreement has yet been reached between the APC and the CSU. He explained that APC was in full contract bargaining with the CSU and that they had made some progress on minor issues. Dr. Goetzl thanked Jackie McClain for her personal involvement.

Mr. John Connor, Business Manager, State Employees Trades Council, thanked Chancellor Reed for his honesty. He thanked Vice Chancellor McClain for all her hard work and the

time she had given to them. Mr. Connor also thanked Mr. Strafacci and acknowledged chief negotiator, Sharyn Abernatha's efforts in bargaining. He told the Committee that the Union members had ratified this agreement by the largest margin in the history of the Union.

Mr. Paul Lange, Secretary, State Employees Trades Council, explained that during bargaining, committees were created to restructure classifications and acknowledged the efforts of Sharyn Abernatha, Gina Caywood and Celeste Guinta. Mr. Lange thanked Chancellor Reed and Vice Chancellor McClain for meeting with them and dealing with equity issues. He also thanked Sharyn Abernatha and acknowledged how much work and effort she put into this years' negotiations.

Chair Pesqueria closed the meeting by stating that it is encouraging to see the silver lining and the spirit of cooperation between the parties.

Adjournment

The meeting adjourned at 3:55 p.m.

COLLECTIVE BARGAINING - CLOSED SESSION

July 18, 2000

Closed session began at 4:00 pm.

The Committee discussed the status of negotiations with the two remaining Unions, the California Faculty Association and the Academic Professionals of California.

Jackie McClain explained that the CSU is going to impasse with these two Unions and that mediation sessions will be scheduled. She stated that PERB understands that the CSU would like to keep it moving.

The Committee discussed at length the faculty merit increase program and the allegation by the CFA that this program discriminated against women.

Jackie McClain and Sam Strafacci explained that the faculty union believes that the merit pay program was discriminatory based on gender by looking at the amount of dollar increases rather than percentages of each increase. The chart which Sam Strafacci handed out showed the percentages by campus and by gender. Overall, or in most, women received higher percentages than men.

The Committee discussed how the CSU should proceed and counteract the CFA's allegations.

Closed session adjourned at 4:35 p.m.