

AGENDA

COMMITTEE ON COLLECTIVE BARGAINING

Meeting: 1:00 p.m., Tuesday, January 29, 2002
Glenn S. Dumke Conference Center

Ralph R. Pesqueira, Chair
Robert G. Foster, Vice Chair
Roberta Achtenberg
Martha Fallgatter
William D. Campbell
Debra S. Farar
Murray L. Galinson
William Hauck
Shailesh J. Mehta
Anthony M. Vitti

Open Session - Glenn S. Dumke Conference Center

Approval of Minutes of Meeting of November 13, 2001

Discussion Items

1. Memorandum of Understanding with California State Employees Association for Fiscal Year 2001/2002 Compensation and Contract Extension, *Information*

Closed Session – Munitz Conference Room

Government Code Section 3596[d] – Committee Members
Chair 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**

November 13, 2001

Members Present

Bob Foster, Vice Chair
Roberta Achtenberg
Martha C. Fallgatter
Debra S. Farar
Murray L. Galinson
Laurence K. Gould, Jr., Chair of the Board
William Hauck
Anthony M. Vitti
Charles B. Reed, Chancellor

Members Absent

Ralph R. Pesqueira, Chair
William D. Campbell
Shailesh J. Mehta

Other Trustees Present

Daniel N. Cartwright
Harold Goldwhite
Ricardo F. Icaza
Fred Pierce
Kyriakos Tsakopoulos
Stanley T. Wang

Chancellor's Office Staff

David S. Spence, Executive Vice Chancellor and Chief Academic Officer
Richard P. West, Executive Vice Chancellor and Chief Financial Officer
Jackie R. McClain, Vice Chancellor, Human Resources
Louis Caldera, Vice Chancellor, University Advancement
Christine Helwick, General Counsel
Samuel A. Strafaci, Assistant Vice Chancellor, Human Resources

Vice Chair Bob Foster called the meeting to order at 4:14 p.m.

Approval of Minutes

The minutes of July 10, 2001, were approved as submitted.

Vice Chancellor Jackie McClain informed the Board that the CSU continues at impasse with the California Faculty Association in contract negotiations. She reported that the parties are meeting for regularly scheduled mediation sessions. In addition, Ms. McClain told the Board that the CSU has recently reached impasse with the California State Employees' Association and the parties will begin the mediation process shortly.

Assistant Vice Chancellor Samuel Strafaci reported that the CSU has reached a tentative agreement with the State Employees Trades Council. He stated that the tentative agreement has been ratified by the employees in the bargaining unit. Mr. Strafaci expressed his appreciation to Sharyn Abernatha, Manager, Labor Relations, Chancellor's Office, John Connor, Business Manager, State Employees Trades Council, and Paul Lange, Secretary/Treasurer, State Employees Trades Council, for their hard work in reaching this agreement. He then summarized the agreement and recommended ratification by the Board. A motion was made, seconded and the agreement was ratified.

Assistant Vice Chancellor Strafaci then introduced the members of the Information Technology Labor Management Committee (ITLMC). He explained that the committee was started under the 2000 contract with the California State Employees' Association. The ITLMC began meeting in January 2001 and worked with a facilitator from the Federal Mediation and Conciliation Service until June 2001. Co-chairs of the committee, Chani Beeman, CSU San Bernardino, and Mike McLean, Chancellor's Office, then gave an overview, explaining the processes, goals and recommendations of the committee.

Dr. Charles Goetzl, President, Academic Professionals of California, requested that the Trustees do everything they can to address issues, be aware of and change the atmosphere and to help make a more collaborative environment.

Ms. Christine McCarthy, Vice President, Academic Professionals of California, expressed her disenchantment when going through boxes of old grievances. She stated that the union needs more respect and understanding and that they believe the CSU and the union can get through the difficult times together. She asked for the Board's help to accomplish this.

Ms. Pauline Robinson, President of the California State Employees Association, explained that the union knows there are hard times ahead but feels the CSU must make additional concessions in bargaining. She reported that the CSU and the CSEA are at impasse in contract negotiations. Ms. Robinson stated that the ITLMC was a perfect example of collaboration and the two sides working together. She asked that those in a position of authority work with staff and faculty to

get through the hard times together.

Ms. Gwen Hooker-Patrick, Vice President, California State Employees' Association, spoke on behalf of the CSEA regarding bargaining. She expressed the concerns of the employees and stated that the union should be given a reasonable and respectable contract.

The meeting then went into closed session pursuant to Government Code section 3596[d].

Adjournment

The meeting adjourned at 5:03 p.m.

COMMITTEE ON COLLECTIVE BARGAINING

Memorandum of Understanding with California State Employees Association for Fiscal Year 2001/2002 Compensation and Contract Extension

Presentation By:

Jackie McClain
Vice Chancellor
Human Resources

Summary

Agreement was reached between the California State University and the California State Employees Association for fiscal year 2001/2002 compensation and a contract extension. This affects unit 2 (health care support), unit 5 (operations and support services), unit 7 (clerical and administrative support), and unit 9 (technical and support services). A copy of the Memorandum of Understanding is provided as Attachment A.

Memorandum of Understanding
Fiscal Year 2001/02 Compensation
& Contract Extension

This Memorandum of Understanding constitutes the agreement between The California State University and the California State Employees Association, resulting from the meeting and conferring pursuant to the Higher Education Employer-Employee Relations Act (HEERA), on the issue of salaries and benefits increases to be effective during fiscal year 2001/02 for members of bargaining units 2, 5, 7 & 9. The parties agree to the following:

1. The terms of the July 1, 1999 to June 30, 2001 Collective Bargaining Agreement between the California State University and the California State Employees Association shall be extended for the period of December 12, 2001 to June 30, 2002.
2. The salary rates on the salary ranges of all bargaining unit classifications, and the individual salary rates of all bargaining unit employees shall be increased by two percent (2.0%) retroactive to July 1, 2001.
3. The terms of this Memorandum of Understanding shall resolve all economic bargaining obligations required under HEERA regarding salary and benefit increases to be effective in fiscal year 2001/02. Nothing in this agreement precludes bargaining during impasse on economic issues to be effective in any successor agreement.
4. The parties shall proceed with the impasse provisions of HEERA for a new contract. Tentative agreements reached to date shall remain in agreement, taking advantage of the progress made to date on all issues. In all articles where there has been no tentative agreement reached to date, the un-resolved issues shall be addressed pursuant to the impasse provisions of HEERA.

This Memorandum of Understanding is hereby agreed-upon by the parties
on this 12th day of December 2001.

For the California State University

For the California State Employees
Association

Juanita
Myra Lee
Juanita Requena
John E. Hat

[Signature]
D. H. [Signature]
Mattie Allen
Kathryn Plunkett
Armando Ramirez
Cornel [Signature]
Pauline Robinson