

AGENDA

COMMITTEE ON COLLECTIVE BARGAINING

Meeting: 8:00 a.m., Wednesday, May 12, 1999
Barry Munitz Conference Room

Michael D. Stennis, Chair
Ralph R. Pesqueira, Vice Chair
Bob Foster
Laurence K. Gould, Jr.
Joan Otomo-Corgel
Anthony M. Vitti

Closed Session

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

Open Session

Approval of Minutes of Meeting of March 17, 1999

Ratification of Agreements as Needed

1. APC Contract: Compensation and Conditions of Employment, *Information/Action*

Requests to Address the Committee

No requests have been received to date to address the committee.

Closed Session

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
Glenn S. Dumke Conference Center
400 Golden Shore
Long Beach, California**

March 17, 1999

Members Present

Michael D. Stennis, Chair
Ralph R. Pesqueira, Vice Chair
Bob Foster
Laurence K. Gould, Jr.
William Hauck, Chairman of the Board, ex officio
Joan Otomo-Corgel
Charles B. Reed, Chancellor, ex officio
Anthony M. Vitti

Chancellor's Office Staff

David S. Spence, Executive Vice Chancellor and Chief Academic Officer
Richard P. West, Executive Vice Chancellor and Chief Financial Officer
Christine Helwick, General Counsel
Samuel A. Strafaci, Interim Senior Director, Human Resources
Karen Yelverton, Senior Director, Governmental Affairs

Presidential Liaisons

Herbert L. Carter, Acting President, California State University, Dominguez Hills, present
James M. Rosser, President, California State University, Los Angeles, present

Closed Session

The committee went into closed session at 8:08 a.m.

The closed session concluded at 9:07 a.m. and the meeting then went to open session.

Chair Stennis called the open meeting to order at 9:21 a.m.

Approval of Minutes

The minutes of January 26, 1999, were approved as submitted.

Coll. Barg.

Mr. Samuel Strafaci, interim senior director, human resources, stated that the Union of American Physicians and Dentists (Unit 1), Academic Professionals of California (Unit 4), and Statewide University Police Association (Unit 8) initial proposals had been made public and he recommended approval of the proposals by the committee.

There was a motion to approve the proposals. Motion carried.

Dr. Charles Goetzl, president, Academic Professionals of California, stated that it was not in the best interests of the employees to approve the resolution and impose a contract with the California Faculty Association. He said the adoption of the resolution would only create years of animosity.

Dr. Terry Jones, president, California Faculty Association, stated that the CFA was very disappointed that after 14 months of negotiating, a fair contract had not been settled. He said the CFA has done everything in its power to reach an agreement. Mr. Jones then recited a speech which a group of faculty in the audience read in unison with him.

Ms. Pauline Robinson, division director, California State Employees Association, stated that the CSEA had just started bargaining. She said it was going to be a long process.

Mr. William Hauck, chair, Board of Trustees, stated: "I think this board recognizes that the faculty is the most critical element of our service to students and to young people in California. For the last year we have, in my view, bent over backwards and the chancellor as well has bent over backward to try to make an agreement with the faculty, with the CFA, and we have to this day failed to do that. That certainly has not been because we have not bargained in good faith and it certainly has not been because this board and the chancellor are not committed to closing what we agreed is a gap in salaries between our faculty and those of comparable institutions as indicated by CPEC.

"I don't know whether to categorize this as a sad day or not, but I do know that we can categorize this as a day in which faculty members who don't appear in this room on a regular basis are going to get a raise. Those faculty members could have gotten a raise last July 1, if CFA and the board and the chancellor could have come to an agreement. I think many faculty members out there today will be grateful that they are getting a raise, however the process occurred.

"This board continues to be committed to closing the faculty salary gap that we've acknowledged. We will continue to work in that direction. In the last two or three years, we have awarded faculty salary increases to the extent that we possibly could with respect to the funding that is provided to us by the California legislature and by the governor of California. It is also true that our faculty have done much better than other state employees with respect to pay raises. And while all of them should have pay raises, I think we've demonstrated in the past few years—and we will continue to demonstrate—that we are committed to the faculty, that we are committed to closing this gap, and we are committed to pay raises. We also are committed to bargaining and good faith and we will continue to do that.

“Finally, let me say that in the past few days, there has been a lot of criticism leveled at Chancellor Reed. Frankly, I think that criticism is outrageous and this board stands fully in support of this chancellor. Statements that he made that were taken out of context, statements that he may have made that he later indicated that he should not have made—in my view don’t reflect at all upon his commitment, not only to the faculty, but to the students and to the entire system.

“I am hopeful that faculty will be appreciative of the pay increase that they will get today that is retroactive to last October 1, and I’m hopeful that we won’t go through this process again without a collective bargaining agreement.”

Chairman Stennis stated that since the California Faculty Association did not ratify the tentative agreement by February 28, 1999, there is no negotiated tentative agreement on a successor contract between the CSU and the CFA. Chairman Stennis presented a resolution with policies and procedures covering wages and other terms and conditions of employment for employees in Bargaining Unit 3-Faculty for consideration and adoption.

There was a motion to approve the resolution. Motion carried.

Mr. Strafacci stated that the CSU is ready to meet with the California Faculty Association to resume negotiations on a collective bargaining agreement.

The open session adjourned at 9:44 a.m.

BRIEF

Information/Action Item

Agenda Item 1
May 11-12, 1999

COMMITTEE ON COLLECTIVE BARGAINING

APC Contract: Compensation and Conditions of Employment

Presentation By

Michael D. Stennis, Chair
Committee on Collective Bargaining

Charles B. Reed
Chancellor

Samuel A. Strafaci, Interim Senior Director
Human Resources

Summary

In the event that there has been no negotiated tentative agreement on a successor contract between the CSU and the Academic Professionals of California, and if the statutory impasse procedures are completed, then wages, benefits, and other terms and conditions of employment for employees in Unit 4 will be considered to determine what action, if any, the trustees wish to take.