

THE APC BULLETIN

Representing Bargaining Unit 4 – Ensuring a Quality CSU Education with Expertise, Support and Compassion

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ACADEMIC PROFESSIONALS OF CALIFORNIA

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IN THE NEWS

AB 1231 Passes the Assembly

AB 1231 passes the California State Assembly and is now headed to the Senate for review. AB 1231, notwithstanding any other law, would require, after completion of the first year in a position, and after completion of each subsequent year thereafter, each support staff employee of the California State University to receive a merit salary intermediate step adjustment of five percent when he or she meets the standards for satisfactory performance of the position, as determined by the employee's appropriate administrator. The bill would provide that, if a provision of the bill conflicts with a provision of a memorandum of understanding, the provision of the memorandum of understanding would prevail.

The External Relations Committee will be providing updates as they become available.

APC Executive Board

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President's Message

Now that the CSU Board of Trustees last month has ratified our successor contract, we are waiting on details on all of the Article 23, Salary, payment details to be released. Next up, APC members will vote for your campus leaders for the 2018-2020 Spring Steward Elections. The process has started on many campuses so watch for announcements from your chapter. Your continued involvement and participation is what makes your Union strong in support of all Unit 4 colleagues.

APC hosted the CSU Joint Labor Council meeting after the first day of the Board of Trustees meeting and invited CSU Vice Chancellor Human Resources, Melissa Bard, for an introduction and to address all of the CSU Collective Bargaining Units. She discussed ongoing projects such as New Employee Orientation, Workplace Bullying training, and efforts to increase the 2018-2019 CSU Support Budget.

Labor Relations Column

Ninety Unit 4 Employees Have Over 1000 Hours of Sick-Leave or Vacation Restored and Over \$4,000.00 Repaid for Inappropriately Charged Partial-Day Absences

As we previously reported, Arbitrator Paul Crost held on July 20, 2017 that the CSU violated its Collective Bargaining Agreement (CBA) with APC when it charged Unit 4 employees sick leave or vacation hours, or docked their pay, for absences of less than a full day (partial-day absences). Arbitrator Crost ordered the CSU to make affected Unit 4 employees whole by restoring such improperly charged sick leave and vacation hours to them.

APC has now completed the process of verifying that the CSU has complied with Arbitrator Crost's order. As a result of that process, we have learned that the problem was more widespread – and, accordingly, that the scope of the make-whole remedy is more extensive – than we previously assumed. Specifically, as a result of Arbitrator Crost's order,

- 90 Unit 4 employees at 17 CSU campuses had sick leave or vacation hours restored or repaid.
- In all, 1017.63 sick leave or vacation hours were restored to Unit 4 employees.
- A total of \$4,372.23 were repaid to Unit 4 members, including both repayments for salary docks as well as vacation payouts to employees who have since left the system.
- The three most affected campuses were San Francisco, San Diego, and Bakersfield.

The far-reaching remedy summarized above illustrate the power of systemwide grievances such as the one at issue here, especially as we were not aware before we filed the systemwide grievance that there were *any* Unit 4 employees who were entitled to a remedy at the three most affected campuses.

Please note that it remains a violation of our CBA for CSU to charge Unit 4 employees' sick leave or vacation, or dock their pay, for partial-day absences. If you work at all on any day, you must be paid in full for that day. (However, you can be disciplined for unapproved or unexcused partial-day absences.) Therefore, if your campus charges you for such absences, please contact APC so we can address the issue.

Story ideas or comments?

We want to hear from you!

*We reserve the right to edit or reject submissions for length, clarity and verification of information.
All submissions become the property of APC.*

Email: Rose Duran at: roduran@apc1002.org



Changes in the 2017-2020 Collective Bargaining Agreement

APC and CSU have agreed to a limited number of changes in our 2017-2020 Collective Bargaining Agreement (CBA). These changes are italicized below. Please print this page and insert into your CBA until you receive a printed copy in late spring.

19.11 "Immediate family" as used in this Article shall mean:

- The employee's spouse or registered domestic partner;
- The employee, spouse or registered domestic partner's: parent, step-parent, grandparent, great-grandparent, sibling, child or grandchild (including foster, adopted and step), aunt, uncle;

19.24 . . .

The total donated leave credits shall normally not exceed an amount necessary to continue the employee for three (3) calendar months calculated from the first day of catastrophic leave within a twelve (12) month period. . .

23.3 . . .

- a. For fiscal year 2017/2018 and effective July 1, 2017, all bargaining unit employees in active pay status, or on leave as of that date shall have their individual salary rate increased by three and eleven one hundred percent (3.11%).
- b. For fiscal year 2018/2019 and effective July 1, 2018, all bargaining unit employees in active pay status, or on leave as of that date shall have their individual salary rate increased by three percent (3.0%).
- c. For fiscal year 2019/2020 and effective July 1, 2019, all bargaining unit employees in active pay status, or on leave as of that date shall have their individual salary rate increased by three percent (3.0%).

. . .

Following the ratification of this Collective Bargaining Agreement by the CSU Board of Trustees, there shall be a one-time bonus of \$650 for each employee in active pay status, or on leave, as of the date of ratification. Payments shall be made pro rata for employees in less than full-time (1.0) appointments¹.

[Note: Unlike its predecessor, the new CBA does not contain a "me too" clause.]

24.6 Bargaining unit employees hired on or after July 1, 2018 and become members of CalPERS on or after July 1, 2018 shall receive the full portion of the CSU contribution payable for health benefits upon retirement at age 52 with at least 10 years of service credit. In addition, bargaining unit employees meeting these requirements shall be eligible for the full portion of the CSU contribution payable for basic dental plan. To the extent that a change in legislation is required to implement this provision, the APC agrees to support the legislative changes necessary to give effect to this agreement.

24.20 The maximum weekly payment for employees eligible for Non-Industrial Disability Insurance pursuant to Education Code Section 89529.15, or any successor(s), or substitute provision(s) of the code section, shall be two hundred fifty dollars (\$250.00).

32.5 . . .

Parking rates shall not be increased in Fiscal Year 2017/18, 2018/19, and 2019/20.

34.1 This Agreement shall become effective upon ratification by both parties and shall remain in full force and effect up to and including June 30, 2020.

¹ The formula for establishing the pro rata amount payable to intermittent employees shall be established by the parties prior to the ratification of this agreement.



NATIONAL DAY OF ACTION

On Monday, February 26th, the Supreme Court will begin hearing the case Janus v AFSCME, and its decision will impact the future of our movement.

Join us on February 26th as working families stand together demanding our rights to bargain collectively and be compensated and treated fairly.

Please encourage your members to wear their APC Shirts or Union colors (if applicable), on Monday.

