

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

May 2019

IN THE NEWS

APC Executive Board

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California Assembly Bill 369

California Assembly Bill 369 - Public postsecondary education: California State University: support staff employees: merit salary adjustments.

You can follow the bill at:

https://leginfo.legislature.ca.gov/faces/billNavClient.xhtml?bill_id=201920200

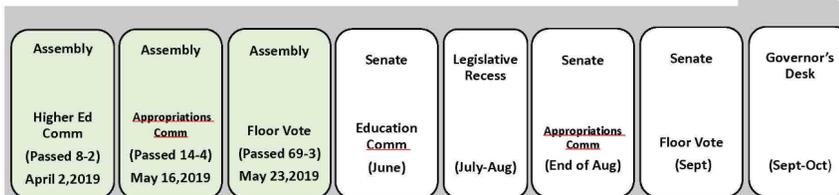
APC joined CSUEU at their Lobby Days on May 7, 2019 in Sacramento.



APC Supports AB 369 Salary Steps Bill

- Assembly Bill (AB) 369 will restore merit-based salary increases. AB 369, legislation introduced by Assemblymember Dr. Shirley Weber (D-San Diego) and sponsored by the CSU Employees Union, restores salary steps for CSU Support Staff based on a satisfactory performance evaluation.
- Twenty-three years ago, CSU leaders stripped away employees' ability to earn merit-based salary increases, known as "steps." The result is that more experienced employees continuously earn less than their new co-workers entering the same position. The CSU is the only state agency that does not provide salary steps for its employees.
- For updates, visit https://leginfo.legislature.ca.gov/faces/billTextClient.xhtml?bill_id=201920200AB369

AB 369 Legislative Timeline



APC Update

Unit 4 employees across the State may be wondering what their union is up to this summer; as this newsletter goes to press, our report is largely a positive and hopeful one.

First of all, we salute the California Assembly's recent vote to restore salary step increases to represented non-academic personnel in the CSU. This vote was nothing short of a stunning victory for APC and its labor allies; with an overwhelming 63-3 vote, the Assembly signaled its positive response to an all-out lobbying and letter writing campaign in support of AB369.

We are grateful to our APC members for their letter writing campaign contributions. The hundreds of letters generated by this effort most likely tipped the balance on our favor among many-a-vacillating legislator. Moreover, in early May APC had a strong lobbying presence at the State Capitol in conjunction with our CSU sister unions leaving an indelible mark to select assembly members and their staff.

While we may rejoice at this milestone, the campaign for AB369 is barely starting; the successful process at the State Assembly means that the process begins anew at the State Senate Level with the ultimate goal of presenting an approved bill for the Governor's signature.

APC's planning, however, does not stop at the legislative level; we are already busy laying out plans for the next cycle of contract bargaining with the CSU management set to officially begin in the spring of 2020. It is anticipated that the bargaining over our contract expiring June 30, 2020 will be particularly important this cycle as it will pivot on issues such as: GSI's vs. rising cost of health care, performance evaluation process, as well as permanence and probation issues.

In both, the legislative process (AB369) and the bargaining process with the CSU, APC leadership is constantly buoyed by the support displayed by our members during our campus visits. It is this support and solidarity, translated into a strong membership rate that will make our efforts a successful reality whether on the halls of the State Capitol or the bargaining table.

From the desk of APC President, Patrick Choi

The APC statewide email distribution list to all Unit 4 employees has been completed and I wanted to share a couple of results of our ongoing communication efforts. The emails are from Academic Professionals of California and sent from announce@apc1002.org. In March 2019, we emailed a request to write letters to your Assemblymembers to support AB 369 (CSU Staff Employees Salary Steps) and we expect again reach out to you to write letters to your state Senators and the Governor to pass AB 369 this summer. You can read an update on AB 369 elsewhere in this newsletter. In April 2019, APC asked for your help in updating your current mailing addresses as we sent out APC membership cards to all APC members. APC mailed out over 2700 APC membership cards for current APC members and will send APC membership cards to our new APC members. Thank you for your assistance and enjoy the summer!



Patrick Choi

Labor Relations Column

Coming to your Campus - Virtual Parking Permits

In late 2018 APC received notice from one campus that it was changing from traditional parking permits to a “virtual” parking permit system. The change itself is outside the scope of representation, but APC had the right to request to bargain over the effects of the University’s decision to implement the program.

In an effort to engage in effective bargaining APC learned a couple of things:

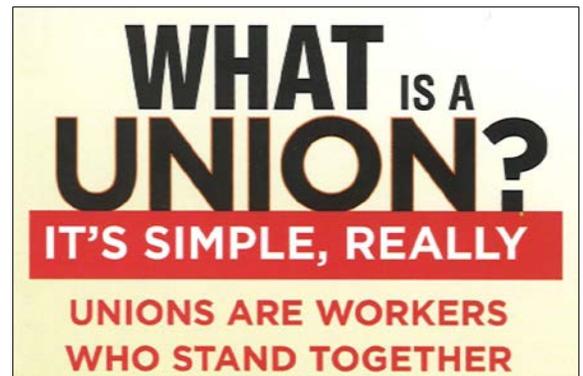
1. The University’s system has the means to track which vehicles are on campus on any given day;
2. Registered vehicles will not have to display a permit;
3. Employees can register more than one vehicle per permit, but only one of those vehicles can be on campus at any time.

During the subsequent effects bargaining the University was willing to engage in serious discussion about how to implement the program with as little disruption to the campus community. As important, the CSU understood and addressed APC’s concerns.

For instance, the Union was concerned the University might try to use the system as a means to track employee attendance, and the Union wanted to ensure existing campus practices were undisturbed. To that end the University readily agreed that its new system will not be used as a means to track employee attendance, as part of the evaluation process or as part of any disciplinary proceeding. In addition, at one campus the University agreed to maintain its practice of issuing a limited number of “complimentary day passes” to employees.

In the ensuing months at least four other campuses have announced similar programs. In each instance APC has engaged in successful negotiations to ensure existing practices are honored and to protect our members from potential abuse of this system.

In closing, when this system arrives on your campus, and no doubt it will, you can rest assured APC’s Labor Relations Staff and Officers will work with the campus Stewards to ensure this system works for and not against APC represented employees.



New research finds that the boons of union membership can extend beyond wages and benefits.

TOM JACOBS, MAY 17, 2019

For many of us, meaningful work is an essential component of a fulfilling life. But what, exactly, gives meaning to one's work?

A sense of vocation — an intuition that you were born to do this — can often do the trick. But what if you're not lucky enough to find a "calling"? What else can make you feel fulfilled at your job?

New research provides an unexpected answer: a smart, sympathetic labor union.

"We found that when employees perceive their union to be responsive and caring, work meaningfulness was enhanced," writes a research team led by M. Teresa Cardador of the University of Illinois–Urbana-Champaign. The right kind of union "helped fulfill workers' psychological needs for autonomy, competence, and relatedness," the team found.

Their study, published in the *Labor Studies Journal*, featured 109 members of a public-sector labor union in a large metropolitan area in the Midwest. Paper-and-pencil surveys were distributed during breaks at two union meetings. The workers, 72 percent of whom were male, came from 20 different city, county, and state agencies, ranging from the Department of Water to the Circuit Court.

The first survey measured each employee's perceived level of support from the agency that employed them, along with the length of their tenure with that organization. The second survey, which participants took three months later, asked them to respond to a series of union-related statements on a one-to-five, strongly-disagree-to-strongly-agree scale, including, "My union really cares about my well-being."

Participants also indicated their level of agreement with the assertion, "I know my work makes a positive difference in the world," as well as a series of statements measuring their feelings of autonomy, competence, and relatedness — all of which have been linked to higher levels of meaning at work. These statements included, "My union helps me to have more choice about the way I do my work," "My union helps me to be better at my work," and "My union makes me feel more connected to others at work."

The researchers report that workers who viewed their unions as supportive were more likely to find their work meaningful. Further analysis revealed that these participants' unions, in their estimation, helped them fulfill those aforementioned psychological needs.

Given that a sense of meaning has been linked to greater worker engagement, motivation, and retention, these latest results suggest that supportive unions can benefit both workers and employers "by fostering positive employee attitudes toward their work."

"While it has long been suggested that the 'union premium' is a union's ability to provide increased wages and job security," Cardador and her colleagues write, this new research suggests that well-run unions can provide another benefit entirely, fulfilling certain of their members' psychological needs and thereby giving them a stronger sense of meaning at work. That's a rather good return on one's due.

Tom Jacobs is a senior staff writer at Pacific Standard, where he specializes in social science, culture, and learning. He is a veteran journalist and former staff writer for the Los Angeles Daily News and the Santa Barbara News-Press.



Upcoming Campus Events

Reclassification from SSP II to SSP III- June 6, CSU San Marcos

Reclassification Roundtable - June 2019 Cal Poly-SLO

In Range Progression Workshop - June 18, CSU Fullerton



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.*

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