

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

August 2018

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AB 1231 Update

August 16, 2018 - By a vote of 5-2 Assembly Bill 1231: The Public Postsecondary Education: California State University: support staff employees: merit salary adjustments, passes Senate Appropriations and is headed to the Senate.

AB 1231 will restore 5% salary step increases for support staff that were unilaterally taken away by the CSU nearly 20 years ago. All represented staff will receive an annual salary step increase based upon a satisfactory performance evaluation. AB 1231 will re-establish parity with the other 234 state agencies and parity with the half-million state employees who already have salary steps.

We're going to need to make sure our voices are heard by senators in preparation of the vote.

More details and information will be forthcoming in the next few days on how Unit 4 employees can support the campaign for passage.

To read more about AB 1231, including its status and history, please go to the following link.

https://leginfo.legislature.ca.gov/faces/billStatusClient.xhtml?bill_id=201720180AB1231

CBA's Mailed to Campuses

The Collective Bargaining Agreement January 31, 2018 – June 30, 2020 are now printed and have been shipped directly to campus stewards. If you would like a printed copy, please contact your local steward. The online copy is also available on the APC website at <http://apc1002.org/about-apc/our-contract/>.



Reaching Out to Unit 4 Employees

Do you notice a new person in your office? Have you spoken to them about joining APC? As an eligible recruiter, APC will give you \$50 for signing up a new member!

Membership in APC is not automatic and there are new Membership Application forms, please ensure you are using the most recent form (Revised June 2018). Members can also complete the application online here: [APC Application](#). Adding your name to our membership gives APC added strength at contract bargaining. Join the union that has fought for fair wages, better benefits, employment rights and safe working conditions for California State University employees.

Collective Bargaining

Collective bargaining is the process in which working people, through their unions, negotiate contracts with their employers to determine their terms of employment, including pay, benefits, hours, leave, job health and safety policies, ways to balance work and family, and more. Collective bargaining is a way to solve workplace problems. It is also the best means for raising wages in America. Indeed, through collective bargaining, working people in unions have higher wages, better benefits and safer workplaces.

Every year, millions of America's workers negotiate or renegotiate their bargained contracts. However, some employers seek to undercut existing bargaining relationships and roll back many hard-won contract terms and conditions. Unions

continue to fight for the intrinsic rights of working people and restore the balance of economic power in our country through collective bargaining agreements.



Unions Begin with You

When working people come together, they make things better for everyone. Joining together in unions enables workers to negotiate for higher wages and benefits and improve conditions in the workplace. There are millions of union members in America from all walks of life. These individuals know that by speaking up together, you can accomplish more than you could on your own.

Do you know who Union Members ARE?

- The grocery clerk who greets me with a smile in the check-out line at my local store.
- They're the people who make sure Californians who are older or disabled don't go without an income or a wheelchair.
- The teacher who inspires my child to read every night before she goes to bed.
- The police officers and firefighters who put their lives on the line every day to keep our families safe.
- The sanitation workers who pick up our trash every Wednesday morning at 5:00 am without fail.
- The friendly UPS driver who picks up our packages at my office and always delivers them on time.
- The nurse who lovingly cared for my Mom when she was hospitalized with a serious illness.
- They're the scientists at our great universities whose innovation and creativity helped us create the eighth largest economy in the world.

Labor Relations

The Labor Relations staff would like to remind you, "Don't delay in consulting with APC on workplace issues." When you have a potential problem, or suspect there may be a contract violation in the workplace contact APC immediately.

There are strict timelines within which issues must be raised in order to protect your contractual rights. Don't risk losing your rights by hesitating to contact your Union!

As soon as you have a concern about situations in your workplace, call your campus stewards. If you are unable to reach them, you can contact Barbara Petersen, APC Labor Relations Representative at 916-851-9449 or via email at bpetersen@apc1002.org.

For more information on your contract rights and responsibilities and informative articles on current labor relations issues, please visit the APC Labor Relations website at lrc.apc1002.net.



Message from the APC President, Patrick Choi

Welcome back! Most campuses have started classes and I hope you enjoyed some time off during the summer.

All eligible employees received their 3% General Salary Increase (GSI) that became effective July 1, 2018. I just wanted to remind everyone we have one more financial payment to look forward to this year.

- Earlier this spring, eligible employees as part of our ratified contract, received:
- A one-time \$650 Recognition Bonus for employees on pay status
- The retroactive fiscal year 2017-2018 payment for the 3.11% GSI effective July 1, 2017
- The 3.11% GSI increase on their paychecks through June 2018
- Long Term Service (LTS) Bonus of 5% after their anniversary date and Educational Achievement Stipend (EAS) of \$2272.37 or \$2840.46, both paid no later than September 1, 2018

For all active or on leave Unit 4 employees with a time base on May 1, 2018, the Budget Shortfall Mitigation (BSM) Bonus shall be paid no later than November 1, 2018. The amount will be determined after all campuses report who received the LTS and EAS this past 2017-2018 fiscal year.

For more information on all of our APC exclusive Bonus Programs, please review the APC Contract Article 23.



Patrick Choi

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