

# 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

February 2017



## APC Executive Board

**Patrick Choi, *President***

**Dagoberto Argueta, *Vice President***

**Christine McCarthy, *Treasurer***

**Rose Duran, *Recording Secretary***

**Mario Baeza, *Council Member at Large***

**Academic Professionals of  
California**

**980 9<sup>th</sup> Street, 16<sup>th</sup> Floor**

**Sacramento, CA 95814**

**916-449-9972**

**Fax: 916-449-9973**

**APC Website: [apc1002.org](http://apc1002.org)**

## IN THE NEWS

### RIGHT TO WORK ACT

#### OPPOSE NATIONAL RIGHT TO WORK BILL

On February 5, 2017, Senator Rand Paul introduced the National Right to Work Act, which would weaken the strength and rights of unions nationwide. In order for the bill to pass it will need Democratic support, so we should voice our concerns. Please tell our Senators Diane Feinstein (202-224-3841) and Kamala Harris (202-224-3553) that you stand with your union and oppose the "Right to Work" legislation.

### 2017-2020 STATEWIDE ELECTIONS

Ballots will be mailed during the week of February 20, 2017. It is time to vote for your APC Statewide Officers who will lead our union for the next three years.

Candidate statements are posted on the APC website at [apc1002.org](http://apc1002.org), please visit the website to learn more about the candidates.

Deadline to submit your ballot is March 21, 2017. As an APC member you have the right to vote for your union leadership. *It is time to exercise your right to vote!*

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# President's Message

*From the desk of Patrick Choi*

Welcome to the first issue of APC's Newsletter of 2017. I want to highlight some of the issues of concern to us, and which will likely remain of interest to APC during 2017.

A lot has occurred from the last two months of 2016 leading into 2017. On November 21, 2016, APC and CSU reached an agreement on new December 1, 2016 FLSA (Federal Labor Standards Act) guidelines implementation. The next day on November 22, 2016 a federal judge issued a preliminary injunction which preserves the status quo. In early December, the Department of Labor appealed the injunction and there have been no new updates. In January 2017, the State of California Revise Budget was released. Out of the \$324.9 million of state general fund monies requested for the 2017-18 CSU Support Budget, only \$157.2 million has been allocated, leaving a \$167.7 million difference. At the January 31-February 1, 2017 CSU Board of Trustees meeting, there was continued discussion about the possibility of a student tuition increase. It is likely a vote on the tuition increase will be held at the March Board of Trustees meeting. APC hosted the CSU Joint Labor Council meeting on January 31 and at my invitation, Chancellor Timothy White was able to attend. Chancellor White briefly addressed the group and stressed the importance of working collaboratively to receive appropriate state funds for higher education. He stated work on the systemwide task force on workplace environment is still continuing. I also addressed the group of sister unions present at the meeting and expressed APC's willingness to participate in joint efforts with lobbying in Sacramento.



*Patrick Choi*

As the Joint Labor Council meeting started, Neil Gorsuch was announced as President Trump's Supreme Court nominee. There is plenty of speculation on the potential impact of the new Supreme Court on union related cases. I am concerned about preliminary plans to enact national "Right to Work" legislation. Also in 2017, Missouri and Kentucky recently joined the roster of states to pass a "Right to Work" law.

Unit 4 employees will receive a 2% General Salary Increase on June 30, 2017, effective for the July pay period. Our collective bargaining agreement ends on June 30, 2017. Many thanks to those who took the time to respond to the online bargaining survey as your feedback will assist the Bargaining Team in making initial proposals to the CSU this spring.

We will keep you abreast of contract negotiation talks and hope that those of you who are not yet APC members will consider joining in order to vote on the future contract and be a further part of your Union.

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## On the Road with Dagoberto Argueta

This past holiday season was a busy time for most Unit 4 employees not only because we all had to complete all our work before the break but, also, because we took some time to celebrate the end of the year. This is particularly true for our statewide team of stewards who endeavored to organize all sorts of gatherings on behalf of their colleagues. Indeed, from Humboldt to Calexico (SDSU IV Campus), all 23 campuses had an opportunity to discuss Union matters in a more relaxed and festive atmosphere. Kudos to all APC stewards for their efforts in bringing much-needed TLC to our Unit 4 folks.



*Dagoberto Argueta*

APC Executive Board members were lucky to attend 16 of such gatherings and came away with a renewed sense of our members' goals for the future and inspiration from the hard work displayed by our stewards in hosting the meetings. From the many gatherings I attended during the season, I wanted to single out three - out of the already extraordinary sample of 23 - for particularly inspirational circumstances.

APC President, Vice President and Secretary attended CSU Long Beach Holiday meeting and were delighted to witness the largest known Unit 4 gathering to date: 120 employees responded to an invitation from their team of stewards to a lovely luncheon replete with gifts, door prizes and a motivational presentation by APC Secretary regarding in-range progression requests. At the end of the meeting APC had 11 new members. The Long Beach stewards sure know how to get a large turnout and make every minute of each meeting count!

Buoyed by the large turnout at Long Beach, I then attended the holiday chapter meeting at CSU Los Angeles and was overwhelmed by the novelty of the LA team of stewards' approach to their holiday meeting: an evening party. Unit 4 colleagues attending the soiree were treated to a wonderful dinner, games and beautiful gift baskets handmade by one of the stewards. The success of the event speaks volumes about the ability of the LA stewards to mix business and fun.

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### *Bargaining Update*

The APC Bargaining Team received approximately 1200 responses from the survey to members. The information will aid the in providing initial proposals to the CSU for a successor contract. Our collective bargaining agreement (CBA or contract or Agreement) ends June 30, 2017. According to contractual guidelines in Article 34.3, written proposals are due no later than March 1, 2017. And as always, only APC members can vote and ratify contracts. Your 2017 APC Bargaining Team is:

Patrick Choi-President, Bakersfield, Dagoberto Argueta-Vice President, San Francisco, Christine McCarthy-Treasury, Fullerton, Rose Duran-Recording Secretary, San Luis Obispo, Mario Baeza-Council Member at Large, San Bernardino, Lee Norris-Labor Relations Manager, Bernhard Rohrbacher-Senior Labor Relations Representative, Dora Apodaca-Long Beach, Cynthia Brown-Pomona, Edie Brown-Sonoma, Sam Tran-East Bay.

## TIME KEEPING FOR WORKLOAD GRIEVANCE MADE EASY

Article 28.27 (A) of the APC Collective Bargaining Agreement (CBA) provides in pertinent part:

"For full-time [exempt] employees listing in Appendix C of the CBA, the workweek shall be an average of forty (40) hours per week during any six (6) consecutive pay periods."

In order to win a workload grievance alleging a violation of this provision, you need evidence of just how many hours you actually worked over any six-month period. The best such evidence comes in the form of time keeping records contemporaneously created and updated as you are working each day, rather than afterwards from memory.

Creating contemporaneous time keeping records is very easy and only a click of the button away with free online programs such as Toggl. See <https://toggl.com/>. All you need to do is:

1. Download the program
2. Open the program
3. Hit the green arrow on the right whenever you start working
4. Hit the red square in the same spot whenever you stop working
5. Repeat steps 3 and 4 throughout the day as you take breaks, return to work, and finally leave for home

It takes virtually no time to do so, but doing so might make the difference between winning or losing your workload grievance.

## LABOR RELATIONS COLUMN

### Grievant Wanted

APC is looking for exempt Unit 4 members to participate in a systemwide grievance about partial day absences.

Article 28.27.C of the APC Collective Bargaining Agreement provides:

"[Exempt] employees who have absences of less than a full day shall receive a full day's salary and shall neither have their salary docked nor be required to use sick leave or vacation for such absences of less than a full day."

Despite this clear and unambiguous language, some campuses have required exempt Unit 4 employees to use sick leave or vacation or have docked their pay for such partial day absences. APC has filed a systemwide grievance and is now looking for exempt Unit 4 employees to participate in that grievance and receive a remedy for any inappropriate deductions.

If you:

- Are an *exempt* Unit 4 employee, and
- Have been required to use sick leave or vacation, or docked in pay, or *partial day absences* at any time *since October 11, 2016*

Please contact APC Senior Labor Relations Representative Bernhard Rohrbacher at [brohrbacher@apc1002.org](mailto:brohrbacher@apc1002.org) to discuss how the systemwide grievance could affect you.



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# COMMITTEE UPDATES

## *External Relations Committee*

Elaina McReynolds and Nicole Ballard want APC members to know that the topics of deterioration of employee pension benefits and anti-union legislation in the future may be the bell that tolls for action for unions and our members in APC in particular. This committee is asking you to be watchful and share information with the committee and other stewards regarding what you are reading in public forums or hearing from members regarding impact of these two issues. Consider the topic Supreme Court Trump nominee at hand who is not union friendly as well. Feel free to email articles to the ERC, in fact we challenge you do so.

April 4-5, 2017 will be the Lobby Days effort in Sacramento. Please mark your calendars if you are interested in participating in this very union engagement event. You are asked to email Elaina McReynolds if you are interested in attending by March 1. What does it entail you might ask? One night overnight, meals and hotel included (paid by APC). Two full days of activity. The purpose is to address issues directly or indirectly affecting APC membership with representatives of our government.

## *Election Committee*

The Election Committee Eric Anderson, Sam Tran, Tammy Giannini and Support Officer Mario Baeza convened and finalized the APC Statewide Officer Ballots. The ballots will be mailed directly to dues paying members at their most current address on file with the Statewide office. A third party vendor has been contracted with to perform the tabulation of votes. Members will receive a ballot from American Arbitration Association (AAA) during the week of February 20th containing a ballot, ballot envelope, a return envelope and ballot instructions.

## *Communications Committee*

The Communications Committee, Terri Armstrong, Ryan Fitzpatrick and Hannah Smit met with Vice President Dagoberto Argueta and discussed the goals of the committee. The Committee will assist the organization with regular communications to Unit 4 employees. Their goal is to develop a collaborative process for information sharing amongst members that fosters shared governance, transparency, and an open feedback loop. They hope to continue to bring inspiration and unity by celebrating various stories from our members.

## *Education Committee*

The Education Committee, Ashley Eberle, Alexis Gonzalez, Nathan Jones, and Elaina McReynolds administered a survey at the February 2017 Council meeting to stewards asking them to identify the top three training topics and delivery methods that they preferred. The Education Committee is currently reviewing the survey results and will begin working on an upcoming training that aligns with stewards' needs.



## Campus News

### CSU Chico

Chief Steward, Elaina McReynolds, was appointed Commissioner to the Bidwell Parks and Playground Commission in January 2017. As Commissioner, she and six other Commissioners for the City of Chico will oversee policy, decide on requests by the Chico Parks District as well as from Chico citizens. Chico parks, playgrounds, creek ways, and greenways are overseen by this commission. It is a 4-year position appointed by City Council and no pay. Elaina says she is not giving up the day job.



*Chico State*

### CSU East Bay



The holiday spirit was much in evidence at CSU East Bay; assembled Unit 4 colleagues turned their successful holiday meeting into an event honoring their long-time Chief Steward, Sam Tran. Those attending, and many not in attendance, made personal contributions to recognize the work of their chief steward in a short but moving ceremony. Many thanks to the stewards and colleagues at East Bay for such a tribute to one of our own.

*Michele Hingst, Sam Tran, Claire Abshire and George Hanna*

### Sonoma State

SSU Chapter would like to honor Mrs. Janet Swing for her outstanding dedication to Academic Advising and Student Services for the past 32 years. Within her 32 years at Sonoma State she began as a Career Advisor but has also worked in EOP and Academic Advising for undeclared students. She has had a tremendous impact across campus working with Faculty, Chairs and Deans of schools to insure our students' success. Mrs. Swing has also served on various Faculty Governance Committees, thereby with her experience and expertise has created a deeper understanding of advising issues on campus. It is with appreciation; respect and gratitude that we want to honor your contribution to our students' success. Thank you Janet, we all wish you a very happy retirement!



*Janet Swing*

*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. Deadline for the May Newsletter is April 13, 2017.*

*Email: Rose Duran at [roduran@apc1002.org](mailto:roduran@apc1002.org)*