

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 2020

APC Executive Board

Patrick Choi, *President*

Dagoberto Argueta, *Vice President*

Christine McCarthy, *Treasurer*

Rose Duran, *Recording Secretary*

Mario Baeza, *Council Member at Large*

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It is time to vote for your APC Statewide Officers - Ballots are in the mail!

APC Elections Committee is pleased to announce the official start of our election season for the 2020-2023 term of office. APC has contracted with American Arbitration Association (AAA). AAA is an experienced election expert who provides impartial, accurate, cost-effective, and timely election administration to public and private organizations, from ballot preparation to tabulation and results certification. AAA oversees approximately 250 elections per year.

You will receive official ballots from AAA the week of February 17, 2020. Completed ballots must be received by 5:00 pm, March 20, 2020.

We encourage you to become acquainted with our colleagues from all over the state who have taken the generous step of running for office. All the candidates have submitted a statement of candidacy in which they articulate to all of us, the voting body of APC, their qualifications and visions for the office they seek. Copies of these statements will be included in the ballot and will be posted on the APC website the week of February 17.

Please visit our web site at APC1002.org, to view Election information and keep abreast of all campaign developments.

In Union,

APC Election Committee:

Daryl Evans, CSU Dominguez Hills

Tammy Giannini, CSU Stanislaus

Lori Macdonald, CSU Channel Islands

Arthur Smith, CSU Bakersfield

Sam Tran, CSU East Bay

From the Desk of APC President, Patrick Choi

Earlier this month, APC sent you the top ten issues of concerns from the APC Bargaining Survey. APC and CSU will exchange Sunshine proposals and we expect the CSU Board of Trustees will take action at the March 24-25, 2020 meeting and adopt these initial bargaining proposals. I plan to address the Committee on Collective Bargaining at the Board meeting about our proposals and the demand to bargain in good faith. It cannot be repeated and emphasized enough that we expect a tough round of negotiations and our unity and strength of membership is vital as we bargain for a successor contract. I want to thank the 2020 APC Bargaining Team now and in advance for the hard work and dedication fighting to improve your Unit 4 working conditions. Your continued solidarity and participation will be a key to our success.



APC Bargaining Team 2020:

Dagoberto Argueta, San Francisco State
Mario Baeza, CSU San Bernardino
Cynthia Brown, Cal Poly Pomona
Edie Brown, Sonoma State
Patrick Choi, CSU Bakersfield
Rose Duran, Cal Poly San Luis Obispo
Christine McCarthy, CSU Fullerton

2020 Campus Chapter Budgets Receive Additional Funds

During the February 7 Council meeting in Los Angeles, your Statewide Council approved a motion to augment all APC chapter budgets by \$2,000 in fiscal year 2020 to facilitate additional campus activities. The funds will come from the budget surplus from 2019. Your chapter stewards will propose a revised budget and submit to APC members for approval. Contact your stewards for input on how funds should be allocated.

Upcoming Chapter Elections

Chapter elections are now occurring on your campus to elect stewards for the 2020-2022 term. Your campus leadership will be emailing a “Call for Nominations” within the next few weeks. Please consider joining your campus leadership and working for your campus members!

Does APC have your correct mailing address?

If you have a recent mailing address change within the last six months, please update your records with APC. If you made any changes with the CSU, that information is not automatically provided to APC. You can go online through the APC website to make those changes or please email your current address to helpdesk@apc1002.org

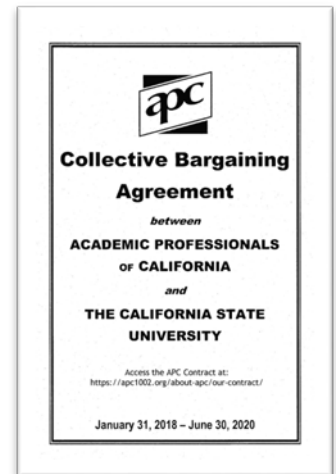


Standing Up For Our Rights!

It has been my experience that Unit 4 employees are strong, dedicated, fierce advocates when standing up for student rights. That is not always the case when standing up for their own rights. So, you may ask, how do we stand up for our rights? We stand together in solidarity, we learn about our rights and, when those rights are violated, we file grievances.

How do we do that?

1. Become familiar with the APC/CSU Collective Bargaining Agreement (CBA). The index at the back of the CBA is a valuable resource to help you find the information you need.
2. Attend Union meetings on your campus. There is strength in solidarity. You will have a voice in how your Union functions. You will learn a great deal about what is happening on your campus and learn about your rights under the CBA.
3. Get acquainted with your APC Campus Stewards. They have experience and knowledge about the CBA and they are a valuable resource to help you when problems arise in your work environment that may be a violation of your rights under the CBA.
4. File a grievance. Article 10 of the CBA is the article dealing with how to file a grievance. You can file the grievance, your campus steward can file the grievance or, if needed, your Labor Relations Representative can file the grievance on your behalf.
While filing a grievance can be stressful, it is the process whereby labor and management work out their differences. You won't be in it alone. APC will be there to back you up and to fight for your rights. Together we really are so much stronger.



APC Upcoming Events

Organizing - February 28, CSU Monterey Bay

Organizing - March 5 & 6, San Jose State

Board of Trustees - March 24 & 25, Chancellors Office, Long Beach

Organizing - March 27, CSU Long Beach

Organizing - April 2 & 3, San Diego State

Organizing - April 16 & 17, CSU Bakersfield

Statewide Council Meeting - May 7 & 8, CSU Sacramento



Family and Medical Leave (FML)

If you are in the difficult circumstances of undergoing a serious health condition, or caring for an eligible family member, or on parental leave, you may be in a situation for leaves of absence without pay (Article 22).

FML incorporates both the Family and Medical Leave Act (FML) and California Family Rights Act (CFRA). An employee who has at least one academic year or twelve months of service is entitled to FML.

Eligible employees may take up to 12 weeks of FML for an FML qualifying event within a twelve month period. FML is unpaid leave and you must use sick leave and vacation before going on any unpaid portion of FML.

The CSU can designate leave taken for an FML-qualifying event but if you request vacation or other paid time off without reference to an FML-qualifying purpose, the CSU may not ask the employee if the leave is for an FML-qualifying purpose.

Fair Labor Standards Act (FLSA) Exempt Status 2020

Effective January 1, 2020 the Department of Labor has issued new regulations affecting the salary test to apply when determining whether an employee is FLSA Exempt. In order to be considered FLSA Exempt an employee, irrespective of time base, must earn more than \$684.00 per week or \$35,568.00 annually for a fulltime employee. As of January 2020, there were only 44 Unit 4 members affected systemwide and all of those employees were part-time. The CSU is responsible for directly contacting the employees and discussing available options in reporting and scheduling work.

FAIR LABOR STANDARDS ACT



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