



May 2016

## In The News

### TABLE OF CONTENTS

- **In The News**
  - APC Collective Bargaining Agreement Ratified
  - Fair Labor Standards Act
  - CSU/CFA Announce Tentative Agreement
  - "Me -Too" Clause
  - Campus Chapter Meetings
- **Upcoming Events**
  - Statewide Council Meetings
  - CSU Board Of Trustee Meetings
- **Special Thanks and Welcome**
- **Labor Relations Website**
- **Closing Thoughts**
  - Quote of the Month

### **APC Collective Bargaining Agreement Ratified**

President Patrick Choi spoke on behalf of APC, regarding the Collective Bargaining Agreement at the CSU Board of Trustees meeting on March 8, 2016 in Long Beach.

### **Fair Labor Standards Act (FLSA)**

The United States Department of Labor (DOL) recently announced the changes to the FLSA White Collar Exemption Regulations and should be published in July 2016. The regulations will be effective 60 days after their publication. This means the changes will become effective no later than September 2016.

The DOL proposed regulations will significantly increase the salary basis test for most FLSA exemptions. The proposed change would make several million more employees eligible for overtime.

As regulations and updated information becomes available, APC will disseminate to campus stewards regarding the impact on Unit 4 employees.

### **CSU and CFA Announce Tentative Agreement**

On Friday, April 8, CFA and CSU announced a Tentative Agreement. APC met with the CSU on Tuesday, April 12, in Long Beach to discuss the implementation of our "me-too" clause. What we thought would be a straightforward solution turns out to be a bit more complicated. CFA will receive a 5% GSI on June 30, 2016 and a 2% GSI on July 1, 2016 for a total of 7% over the two fiscal years. Please note that CFA will not receive retroactive increases for the 2015-16 year and their 5% GSI on June 30, 2016 is not a payout and is calculated after close of business.

APC will also receive the same 7% over the two year period but in a different schedule. This schedule takes into account that Unit 4 members received a 2% GSI effective July 1, 2015 which CFA did not receive. Since Unit 4 members have already received a 2% GSI for 2015-16, the remaining 5% for 2016-17 will be a 3% GSI effective July 1, 2016 and 2% GSI June 30, 2017 (close of business). Again, both CFA and APC will have received the same 7% GSIs over the two fiscal year period, July 1, 2015 to June 30, 2016, and July 1, 2016 to June 30, 2017. The total money earned would be the same over the same period. This is what the "me-too" clause provides for. Instead of the total of 4% GSI (2% GSI for 2015-16 and 2% GSI for 2016-17) from our 2014 salary reopener agreement, the "me-too" clause will provide a total of 7% GSI for Unit 4 members. Ninety-seven percent of members voted yes to ratify the agreement. The agreement will now go before the CSU Board of Trustees at the May 24<sup>th</sup> – 25<sup>th</sup>, 2016 meeting.

## **STAY CONNECTED**

- **APC Website: [apc1002.org](http://apc1002.org)**
- **APC Labor Relations Website: [lrc.apc1002.net](http://lrc.apc1002.net)**

***Do you have information you would like to add to future newsletters?***

**Contact:  
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## **How Does the “Me-Too” Clause Affect APC Members?**

Many questions have arisen on when APC employees will receive the additional 3% increase, here’s a chart that will help answer questions.

APC Original Agreement		CFA Agreement		CSU Dispersal of APC “Me-Too”	
	Increase		Increase		Increase
July 1, 2014	3%	July 1, 2014	3%	July 1, 2014	3%
July 1, 2015	2%	July 1, 2015	0%	July 1, 2015	2%
June 30, 2016	0%	June 30, 2016	5%	June 30, 2016	0%
July 1, 2016	2%	July 1, 2016	2%	July 1, 2016	3%
June 30, 2017	0%	June 30, 2017	0%	June 30, 2017	2%
<b>Total</b>	<b>7%</b>	<b>Total</b>	<b>10%</b>	<b>Total</b>	<b>10%</b>

The California State University (CSU) proposed a change in the disbursement of the “me-too” funds.

The CSU Disbursement Schedule:

July 1, 2016      Additional 1% GSI for a total of 3%

June 30, 2017    Close of Business 2% GSI

## **Campus Chapter Meetings**

### ***CSU East Bay***

At the April 5, 2016 chapter meeting in East Bay, Sam Tran introduced two new stewards; George Hanna and Michelle Hingst. They shared information with members regarding upcoming CFA strike. APC President, Patrick Choi and Vice President, Dago Argueta were in attendance.

### ***CSU Fresno***

Estella Gonzalez, Melissa Rowe and Lupe Maldonado hosted their chapter meeting on April 8, 2016. Bernhard Rohrbacher, Senior Labor Relations Representative presented a PowerPoint on “Supervisors and Lead Workers”.



## **APC Executive Board**

**President, Patrick Choi**  
**Vice President, Dago Argueta**  
**Treasurer, Christine McCarthy**  
**Secretary, Rose Duran**  
**Council Member at Large, Mario Baeza**

### ***CSU Long Beach***

Dora Apodaca, Terri Armstrong, and Dana Hooten held a chapter meeting March 22, 2016. Guest speakers were APC Vice President, Dago Argueta and Senior Labor Relations Representative, Bernard Rohrbacher. They discussed with members “The Do’s and Don’ts” of the upcoming CFA strike and “Supervisor and Lead Workers”. The meeting was so well attended, it was standing room only.

### ***CSU Monterey Bay***

Esmeralda Maldonado and Mindy Sanchez-Ryan invited guest speaker, APC Vice President Dago Argueta to their April 11, 2016 chapter meeting and they discussed the implementation of the “me-too clause” and FLSA Exempt and Non-Exempt regulations.

### ***CSU San Bernardino***

Mario Baeza introduced new steward Nathan Jones at their March 30, 2016 chapter meeting. APC President Patrick Choi attended the meeting and discussed the upcoming CFA Strike. The CFA Chapter Office Manager also attended the meeting and provided members an opportunity to ask questions.

### ***Cal Poly, San Luis Obispo***

Ashley Eberle, Judy Mitchell and Rose Duran held a chapter meeting on March 24, 2016, and updated members on “What’s New at APC”. Patrick Choi, APC President, was a guest speaker. Topics covered were SLO Equity Pay Program Phase III, Working Title Guidelines, What to do in the event of the CFA Strike and the June 2016 workshop, “ABC’s of IRP’s”.

### ***CSU San Marcos***

Sandra Carrillo and Erika Vasquez held their chapter meeting on March 28, 2016 and Dago Argueta, APC Vice President was a guest speaker. They discussed the upcoming CFA strike. The local chapter CFA President attended the meeting and answered members’ questions.

### ***CSU Sacramento***

Sacramento had their chapter meeting April 5, 2016. Carlotta Moore introduced two new campus stewards. The guest speakers were APC Vice President, Dago Argueta and CFA Bargaining Chair, Kevin Weir. They answered questions regarding the upcoming CFA strike.

### ***CSU Sonoma***

Edie Brown, Ryan Fitzpatrick, Lillian Lee, Carson Williams and Vanessa Bascherini held a hugely successful coffee hour on March 18, 2016 and signed up seven new members within 24 hours. On March 24, 2016 they had another chapter meeting and discussed the “me-too” clause and the revised FLSA Exempt and Non-Exempt Act implementation.

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## Upcoming Events

### **Statewide Council Meeting**

Don't forget to save the date on your calendars for the next statewide council meeting, October 28 and 29, 2016 in Manhattan Beach. We look forward to having your campus leadership represented!

### **Board of Trustee Meetings**

The CSU Board of Trustee meetings are scheduled for May 24<sup>th</sup> and 25<sup>th</sup>, July 19<sup>th</sup> and 20<sup>th</sup>, September 20<sup>th</sup> and 21<sup>st</sup>, and November 15<sup>th</sup> and 16<sup>th</sup>, 2016 in Long Beach.

## Special Thanks

### **Thank you to all Outgoing Stewards**

This month, we are saying a bittersweet goodbye to all our outgoing stewards; APC cannot do this without all of you. We appreciate all you have done for your campuses, APC and your members. We must continue to stand together to bargain for better pay, safer working conditions and decent benefits. When we stand together, we have power and that power makes APC stronger.

### **Welcome All 2016-18 Incoming and Returning Stewards**

Please welcome your 2016-2018 Stewards. There are 19 new stewards to the 2016-2018 term at APC. We look forward to working with all of you.

New Steward Orientation training will be held on Thursday, May 12, 2016 to provide incoming stewards the information they need to become effective leaders on their campuses.

Returning Stewards, we want to thank you for your past service and welcome your ideas for the upcoming term.

## Labor Relations Website

The Labor Relations website has many handouts and presentations that can provide detailed information regarding important labor relations topics. For more information visit: [http://lrc.apc1002.net/educational\\_library.php](http://lrc.apc1002.net/educational_library.php).

## Closing Thoughts

### **Quote of the Month, Submitted by Ashley Eberle**

"It is one of the characteristics of a free and democratic nation that it have free and independent labor unions."

--Franklin D. Roosevelt