

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

November 2019

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From the Organizing Committee

Contract negotiations are fast approaching and we would like to remind all our Unit 4 members that the number one way to support the Bargaining Team during the negotiations is to sign-up to be an APC member! The Organizing Committee has traveled to many campuses over the past year and held successful drives to sign-up new members. This is important when it comes to bargaining our next contract, because the CSU will see how many members have actually signed-up and want to be counted as APC members. By showing that our members have a vested interest in the outcomes of the contract negotiations, the CSU is put on notice that our union is strong.

2020's Organizing Committee mantra is, "*Collectively we Bargain, Divided we Beg*". We demonstrate our strength by signing up as APC members. The Organizing Committee wants you to know that if you want to sign-up new members please contact your campus stewards so that we can keep increasing our numbers as we go into contract negotiations in the spring of 2020. The Organizing Committee will be visiting campuses again starting in January 2020 for a big campaign to recruit new members to join and support our efforts to bring back salary steps, improve our contract language and to demonstrate to the CSU that APC members want to be paid a fair and equitable salary for the work that we do to support our students.

"If you are not at the table, then you are on the menu!"

In Union,

The Organizing Committee
Rose Duran, San Luis Obispo, Chair
Mario Baeza, San Bernardino
Tania Marin-Zeldin, Humboldt
Randy Montes, Fullerton

From the Desk of APC President, Patrick Choi

Thank you APC members for completing the Bargaining Survey and providing valuable feedback in preparation for our successor contract bargaining next spring. Your input has confirmed our belief that reinstating salary steps should be our collective priority.

While the placement of AB 369 in the inactive file was a disappointment, we were buoyed recently by a letter from Governor Newsom encouraging Chancellor White to address the inequity of our lack of salary steps for CSU support staff through the upcoming contract negotiations. Governor Newsom stated that:

“The upcoming negotiations should result in an agreement with our labor partners that erases the inversion gap, provides salary steps, and fairly and justly compensates these staff for their hard work”.

It should be noted, however, that above and beyond Governor Newsom’s appeal, APC will continue efforts to regain salary step increases regardless of the outcome of the political process. The collective strength of organized labor is needed and I am pleased to point to successful examples of workers fighting for not only their rights, but for the rights of future workers:

- This fall, General Motors employees went on strike for six weeks before reaching an agreement. Besides pay raises, issues of importance ranged from a process for temporary workers to gain permanency after three years and the ability of new hires to earn full pay rate in four years instead of eight.
- Moreover, in Chicago, public school teachers returned to work earlier this month after striking for eleven days after which they signed a contract assuring a 40% raise for teaching assistants, clerks and other lower paid workers. Their contract also contains other gains such as reduction in class size and the ability to have a social worker and nurse present at each school.
- In yet another example of organized labor activity, the Canadian National Railway conductors have gone on strike seeking better working conditions not related to wages.

While recent developments within the CSU, including the impending departure of Chancellor White and the paucity of the compensation pool requested by the CSU Board of Trustees, are not good indicators of an easy bargaining cycle, we remain committed to standing firm for our demands.

In the meantime, I thank you for your continued support of APC; our strength is our Union.



Patrick Choi

Message from APC Vice President, Dagoberto Argueta



Dagoberto Argueta

As we head into the Holiday season, and APC chapters prepare to hold their end-of-the-year celebrations, I reflect on what we have achieved in 2019 and what we must focus on in the upcoming year. While 2019 has been a year in which we have solidified our strength, 2020 promises to be a watershed year in which the CSU unions - and their members - must be prepared to advocate future contract gains and to retain past benefits.

Throughout this year, I have been struck by the resolve of our membership to stand up for what is rightfully ours; dignified treatment and compensation from our employer. In 2019 our voice has been heard loud and clear from Humboldt to San Diego whether in our campuses or the halls of the State Capitol in Sacramento: APC will be silent no more. Indeed, 2019 will go down in the annals of APC as the year of most direct advocacy from stewards and members alike with several of our chapters holding direct talks with State legislators at their district offices.

This positive resolve will be much needed in 2020 when we engage in bargaining talks with the CSU, and while we will make our initial proposals in March, we anticipate a year replete with both, hard work but also opportunities.

In the meantime, a heartfelt thanks to all those of you - our members - who make possible that APC is a strong and viable advocate for the interests of our Unit; your support is ALWAYS in the minds of the Executive Board.

Happy Holidays!



Does APC Have your Correct Mailing Address?

If you have a recent mailing address change within the last six months or so, 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

Holiday Campus Closures

Unit 4 Employees may receive emails from their department timekeeper that they "may be docked" for not having enough vacation or CTO time for the campus closure during the holidays. Since it is a campus closure, the day is treated differently under the APC Collective Bargaining Agreement (CBA).

For Unit 4 employees, departments are encouraged to review and explore all available options provided and work with employees who will not have sufficient vacation, Personal Holiday or accrued CTO balances to cover the day of closure.

Opportunities should be provided for employees who elect to work during this campus closure. Additionally, managers may not require bargaining unit employees to work in order to supervise others who elect to work on campus closure days.

Below are articles from the APC CBA for your reference:

Article 25.7

An employee shall be permitted to use accrued vacation or CTO or may be permitted to work a sufficient number of extra hours in advance at the appropriate rate of compensation if the President closes the campus and there are an insufficient number of holidays scheduled to be observed during the closure.

Article 25.8

Should an employee, because of length of service, have insufficient vacation or CTO accrued to cover the scheduled days of closure, where possible, he/she shall be provided sufficient work to prevent any loss of pay or benefits. Such work shall be compensated at the appropriate rate and shall be performed prior to the scheduled day(s) of closure, unless an appropriate administrator deems it necessary to assign an employee to work during the scheduled day(s) of closure.

Please note that as a newly hired Unit 4 employee you should not be docked if you do not have sufficient numbers of vacation or CTO hours available. You should be given the opportunity to work. Also, any Unit 4 employee may choose to work, so you may make arrangements with your supervisor to work in lieu of using vacation or CTO hours.

We hope you have a nice and warm holiday season!



Campus Events

**In-Range Progression Workshop - October 22
CSU San Bernardino**

**Reclassification Presentation - October 25
CSU Fullerton**

**AB 369 Salary Steps Presentation - October 31
CSU San Marcos**

**AB 369 Salary Steps Presentation - November 8
San Francisco State**

**APC Bargaining Team Meeting - January 2020
CSU Long Beach**

**Statewide Council Meeting - February 6, 2020
Los Angeles**

*"IF YOUR ACTIONS INSPIRE
OTHERS TO DREAM MORE,
LEARN MORE, DO MORE, AND
BECOME MORE,*

YOU ARE A LEADER."

- John Quincy Adams

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