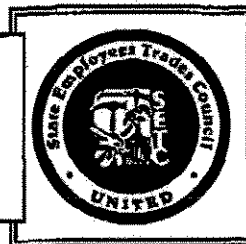


SETC-UNITED

State Employees' Trades Council

www.setc-union.org



Originally Founded: 1976 Re-Organized: July 4, 2002

☐ Capitol Office: 10011 Folsom Blvd., #322 • Sacramento, CA 95827 • Tel / Fax (916) 361-7248

☐ Los Angeles: 921 Westwood Blvd., #233 • Los Angeles, CA 90024 • Office (310) 208-2581 • Fax (310) 208-2583

1187-M

STATEWIDE OFFICERS AND EXECUTIVE BOARD

John Howard
President
Cal Poly-San Luis Obispo

Ted Callaway
Vice President
CSU Dominguez Hills

John Connor
Business Manager
CSU Fullerton

Paul Lange
Secretary/Treasurer
CSU San Bernardino

Joe Mendoza
Recording Secretary
CSU Fresno

Greg Hayes
Executive Board Member
Long Beach State

Deborah Alono
Executive Board Member
San Jose State

Greg Starr
Executive Board Member
CSU Stanislaus

Jon Skiles
Executive Board Member
San Francisco State

Dave Hauglund
Executive Board Member
UCLA Los Angeles

Eduardo Rosales
Executive Board Member
UC San Diego

Tim Shine
Sergeant-at-Arms
Retiree Council

Randy Grobe
Webmaster
San Diego State

Patrick Hallahan
Chief Labor Consultant
SETC-United

Joe Bader
Labor Consultant
SETC-United

Bill Simpson
Labor Consultant
SETC-United

Law Offices
Leonard / Cardor
General Counsel

To: Chancellor Charles Reed
Interim Vice Chancellor Gail Brooks
California State University
401 Golden Shore
Long Beach, CA. 90802
Patrick Hallahan
From: Patrick Hallahan, SETC Chief Consultant
John Connor, SETC-BMr
Paul Lange, SETC Sec.-Treas.
Cc: SETC Executive Board & Campus Stewards

Date: February 12, 2008

Via FAX-E-mail-Certified

RE: SETC Unit 6 Skilled Trades: Initial Contract Proposals- 7-1-08
NEW Contract - Market WAGES, Benefits & Working Conditions

In accordance with the SETC-CSU Agreement, SETC-UNITED is hereby submitting the Initial Proposals for a NEW Skilled Trades Contract, effective July 1, 2008. SETC expects these Initial Proposals to be "sunshined" at the upcoming CSU Board of Trustees Meeting on March 11-12, 2008. In addition, SETC expects the sunshine process to be completed by April 11, 2008 so we can commence bargaining on or about April 15, 2008. *The SETC Initial Contract Proposals include the following highlights:*

- Article 24: WAGES - Trades Rates, consistent with Prevailing Wages & Trades Salary Survey for comparable Trades in the UC, colleges, schools, Cities, counties & Utilities;
- all "Market EQUITY Increases" on Unit 6 Salary Scale;
- all Longevity (EPI) Increases increased from 1% to 3% for 3,6,10,15,20,25,30,35,40 years of service;
- A Cost-of-Living Adjustment (COLA) based on the Cal. Consumer Price Index (CPI) - July 07 to June 08;
- A "Regional Stipend" for High Cost Areas -based on the State Dept. of Industrial Relations (DIR) -CPI Index;
- Expand language to include specific criteria, criteria and Step increases for In-Range Progressions (IRP)-Unit 6;
- Saturday & Sunday Differentials -based on CPI Index;
- Shift Differentials - increased based on CPI Index;
- Additional Pay for: Certain Salary Groups; Facility Workers I & II and New III; Maintenance Mechanics.

SETC 2008 Initial Contract Proposals
February 12, 2008 –Page 2

- **Article 25: BENEFITS – Maintain existing MOU Benefit but CSU to cover the COST of these improved benefits:**
 1. "Employee share" (5-7%) of Cal PERS pension;
 2. Cost of Better VISION Plans;
 3. Cost of Long-term DISABILITY Insurance;
 4. Cost of any Campus Increases in Parking Fees;
 5. Increase Rural Health Subsidy to \$1,000/employee
 6. Increase Unit 6 Medical Subsidy: \$ 25.00/emp.

- **Article 1: RECOGNITION – Include the following:**
 1. All Casuals working in E 99 Trades Classes;
 2. All Job Order Contracting (JOC) Employees;
 3. All "Day laborers" working on CSU Campuses;
 4. NEW Job Classes: Inspectors; Roofers; Elevator Mechanics; Brick Masons; New Supervisors: Locksmith & Auto/Equipment; & Lead BSE & Lead Mason; Lead Elevator Mechanic.

- **Article 4: CONTRACTING OUT WORK – Include language to "restrict the use" of outside Contractors on the various Campus Projects, to be defined under the Calif. Public Contract Code; (SETC Bill on Changes.)**

- **Article 6: NON-DISCRIMINATION – Change language to supercede Executive Order 926, 927 and to use the Arbitration Procedure on all Discrimination Issues;**

- **Article 7: UNION RIGHTS – Include language to improve the use of "Release Time" and minimize Union Rights Grievances or to require Settlements at Level III; Increase SETC Stewards Release Time from three (3) days for Stewards Training each year;**

- **Article 9: GRIEVANCE PROCEDURE – Update Procedure and EXPAND Mediation/ARB process; If CSU fails to respond at Level IV then SETC Remedy is granted; Revise the current Arbitrator List in contract.**

- **Article 10: APPOINTMENT – Expand language on Positions POSTED; Expand Unit 6 employees on all Unit 6 Interview Panels for Trades; reduce all Temporary Appointments to ONE (1) year –per Education Code;**

SETC 2008 Initial Contract Proposals
February 12, 2008 –Page 3

- **Article 11: Probationary Period** –reduce from one Year to six (6) months; Increase evaluations;
- **Article 12 & 13: EVALUATIONS and Personnel Files** – **Include** language for Temps, casuals; day laborers; JOC employees; etc.; add language on Personnel files.
- **Article 14: CORRECTIVE ACTION** – expand language in contract to cover “progressive discipline” concept for discipline and include Education Code language -sections 89530,89531;89532; 89533; 89535;89538 & 89539;
- **Employer Notices of Discipline to be provide to employee, SETC Campus Steward and SETC Union Office- Art. 5;**
- “Skelly Rights” representation spelled out in more detail;
- **Article 15: EMPLOYEE RIGIITS** – expand language to include: Skelly Rights & Robinson Rights;
- **Article 16: VACATION** – increase the formula for vacation for employees with Twenty (20) years, 25 years, 30 years of service;
- **Article 17-18-19: Holidays and Leaves of Absence** – Additional language in contract on all leaves & holidays – revise, as needed, consistent with other changes.
- **Article 20: ASSIGNMENT/REASSIGNMENT** – Language on Working Out-of-Class Work; expand definitions of Scope of Work and under what conditions “supervisors” can perform bargaining unit work.
- **Article 22 & 23 –HOURS OF WORK & OVERTIME** – Language in both Articles to reflect changes to:
 1. **Alternate Work Schedules: work week; 2nd or third shift work;**
 2. **“Clean-up” and “Rest Periods” will be amended in negotiations;**
 3. **Meals: All meals will be reimbursed up to \$25.00 per meal without receipts;**
 4. **Any Alternate Work Schedule will be eight (8) hours straight, with a Paid Lunch Period;**
 5. **“Emergency” is defined as Firestorms, Flood, Winter Storms; Earthquake; Natural Disaster; Acts of Terrorism;**
 6. **Emergency Pay will be paid at two-and one-half the current rate of pay (2-1/2 X);**
 7. **On Call/Standby Pay: All hours on standby will be paid at a negotiated rate of pay.**

SETC 2008 Initial Contract Proposals
February 12, 2008 – Page 4

- **Article 26 – Joint APPRENTICESHIP Program –**
Specific language to implement the JATC at Eleven (11) Campuses by 12-31-08; Apprentices hired immediately;
- **Apprentices on all 23 Campuses by December 31, 2009;**
- **Establish Sub-committees on all 23 Campuses by 12-31-08;**
- **Establish a JATC Training Fund, financed by the CSU & SETC, no later than Dec. 31, 2008;**
- **CSU Written Commitment & Legislative support of Budget Bill language to establish and implement “SETC-CSU Apprenticeship ACADEMY” at Calif. Maritime Academy (CMA) –no later than 12-31-08.**

- **Article 27 – TRAINING & Development –**Language to include Journeyman Upgrade Training at all 23 Campuses by 12-31-08.
- **Article 28 –HEALTH & SAFETY –** Expand “role” of SETC safety Stewards and provide up to six (6) days “release time” for Safety Training; Language to call in Cal OSHA to correct safety violations;
- **Article 29 –Work-Incurred INJURY or Illness –** Change all language to make ENTIRE article subject to Arbitration;
- **Article 30 –LAYOFF –**review for changes including Seniority Points; Incorporate Side Letter in contract;
- **Article 32 – DURATION & Implementation –** Two (2) Year Contract: July 1, 2008 to September 30, 2010. A “signing bonus” of \$1,000.00 per Unit 6 employee.
- **SETC Unit 6 Salary Schedule:** Change the July 1, 2007 Salary Schedule to reflect the Trades EQUITY Pay as previously negotiated.
- **SIDE LETTERS –**Review all Side Letters and incorporate into the Contract including but not limited to:
 1. SETC Grievance Procedure & ARB process;
 2. Health & Safety;
 3. Unit 6 Staffing & Cost Savings Committee;
 4. Trades Compensation Committee & Trades Survey;
 5. Apprenticeship Program & implementation.

Note: SETC reserves the right to amend, modify, delete, change, add, subtract or delete any of the above Initial Proposals until such time as Tentative Agreement is reached on a new SETC Unit 6 Contract for 2008.

Respectfully Submitted by: Patrick Hallahan, SETC Chief Consultant
Cc: Bill Candella, CSU Director of Collective Bargaining
SETC-CSU Negotiating Committee