



June 12, 2013

Sent via e-mail AClark@csea.com

Allan Clark, CSEA President
CSEA Board Members
2045 Lundy Ave
San Jose CA 95131

Re: CSEA Conference Invitation/Status AEU/CSEA Negotiations

Dear President Clark and Members of the CSEA Board

Let me start by thanking all of you for the invitation to the upcoming 2013 CSEA Conference. I am honored to attend your conference on behalf of the Association Employees Union (AEU) membership. As many of you are aware I have attended prior CSEA Conferences as the AEU President and each time I have come away energized by the pride the CSEA membership and you as elected officers has taken in adhering to union principles and communicating to your membership that our goals as unionist and leaders is to improve upon our wages, hours and working conditions.

While I do not think I need to tell any of you about the struggles we have all faced over the last 5 years, the concessions taken. The fact that all of us have less buying power as a byproduct of costs going up and wages and working conditions being reduced and eroded. However, the future appears much brighter than the recent past. With the defeat of proposition 32 and the passage of proposition 30 we see light at the end of the tunnel. We see education funding being increased. We see classified positions, hours and benefits being restored. "Restoration" has become the rallying cry and the new CSEA mantra, and rightfully so.

While we all know the impacts the last 5 years have had on the classified members, I am not sure that you are all aware of the changes and impacts the recession has had on the CSEA staff. I do believe I need to make sure that you are aware of the concessions and reductions the AEU membership has taken.

- 1) Nearly 25 bargaining unit positions gone and unfilled since 2011 to the present. In 2011 there were nearly 240 positions now we are at 216.**
- 2) A two-tier defined pension plan is now in place. Early retirement was raised to age 59 and cost of living increases during retirement do not exist for CSEA staff. Retirees will receive the same amount in their pension check for the duration of their retirement years.**
- 3) Defined pension benefit reduction of over 12% to all employees. New hires after July 1, 2011 have had their pensions benefits reduced even more.**

- 4) **No wage increase in three years.**
- 5) **Working conditions that continue to treat employees as expendable commodities. In a recent survey of CSEA bargaining unit staff/AEU members, over 50% felt that they worked in a hostile work environment.**
- 6) **Changes to long established understandings relating to vehicle standard, meal allowance and donated sick leave. We have been told at the negotiations table that donated sick leave for our Sisters and Brothers are conditioned on being perceived as a “good” or “bad” employee. That there are no standard criteria and no requirement of CSEA to tell us what the criteria are.**

It is not my intention to negotiate with you as a board either collectively or individually and certainly I cannot and would not outline all the issues facing your employees my members in their working environments. My intention is to make sure you have information from AEU’s perspective and to offer you the opportunity to contact me if you have questions.

I close by stating again, thank you for the invitation to your conference and to remind us all that as leaders and advocates in the labor community we must walk the talk. What we say we stand for publicly must be demonstrated by our actions.

**On behalf of the AEU membership
Fraternally**

**Scott Hendries
AEU President**

c AEU Leadership & Membership