

The Bargaining Context

On behalf of AEU members, I'd like to take a minute and recognize the context which we will begin our reopener negotiations. AEU represents over 200 members, who each day carry out the mission of CSEA.

It is important to understand that in the nearly 15 months since the Janus decision, with the direction of the CSEA leadership and its staff, we have found ourselves in a position in which CSEA is uniquely able to recognize and address the needs of its staff. Through the efforts of all, we were able to mitigate the flood gates opening and loss of members; our collective efforts resulted in fewer than 2,000 CSEA members opting out of their membership, outperforming the projected membership loss.

As staff, we share the desire to build a better workplace for our CSEA membership, to see them thrive, and to share in the rewards of such efforts. This membership retention has resulted in approximately \$2 million dollars staying in the budget on an on-going basis from dues.

Based on AEU's review of the last four (4) years of CSEA budgets, we have seen \$6.3 million dollars in savings from unfilled/vacant staff positions in salary. Unfilled positions meant, nearly \$2.8 million in savings on medical insurance/dental/life and vision and \$5.3 million in defined benefit pension savings. In total, there has been \$14.6 million in savings stemming from unfilled/vacation positions.

Less staff has resulted in increased pressures in the field, turnover has resulted in lost consistency and stability in the field working for our CSEA members. These circumstances have added to the stress of an already stressful vocation. This context has resulted in CSEA becoming a training ground for other Unions. We can no longer afford to spend the money on training new staff, only to see them walk away. It hurts us all.

Since January 1, 2016, CSEA has had a nearly 38% percent turnover in staff. That number is even higher in the Senior LRR and LRR positions at 42.8%. Meaning, we have roughly 2 out of 5 employees with less than three years with CSEA. CSEA has the ability to ensure staff are properly compensated, the positions are filled, and we continue to carrying out the mission of CSEA in order to build the Union our members and staff deserve.

With all this said, we believe our bargaining proposal represents a solid rationale, based on the numbers and context we find ourselves in.

CSEA Budget Analysis

Field Office/Department	Budgeted Positions				One-Time Savings					
	16/17	17/18	18/19	19/20		15/16	16/17	17/18	18/19	Total
Executive	4	4	4	4	Salaries/Straight Time	\$1,439,384.00	\$934,250.00	\$1,874,499.00	\$2,057,019.00	\$6,305,152.00
Member Benefits	8	8	8	8	Overtime	\$10,158.00	\$573.00	-\$4,316.00	\$12,848.00	\$19,263.00
Legal	10	10	10	6	Temps/Part Time	-\$10,806.00	-\$12,697.00	-\$3,202.00	\$3,619.00	-\$23,086.00
GR	3	3	3	3	Auto Allowance	\$87,000.00	\$70,187.00	\$79,249.00	\$52,226.00	\$288,662.00
Finance/Acct	17	20	20	20	Medical Insurance	\$518,887.00	\$949,266.00	\$458,070.00	\$325,615.00	\$2,251,838.00
Information Systems	12	12	12	13	Dental/Life/Vision	\$156,116.00	\$179,954.00	\$93,349.00	\$56,770.00	\$486,189.00
HR/Training	6	6	6	6	Defined Benefit	-\$117,328.00	\$516,700.00	\$3,663,885.00	\$1,289,215.00	\$5,352,472.00
Office Services	8	5	5	5					Grand Total	\$14,680,490.00
Communications	9	9	9	9						
Field Ops	4	4	3	5		Page 265 of 16/17 General Fund Budget	Page 265 of 17/18 General Fund Budget	Page 263 of 18/19 General Fund Budget	Page 261 of 19/20 General Fund Budget	
SBFO	14	14	15	15						
NBFO	13	13	11	11						
FRFO	15	15	14	14						
SCFO	15	15	15	15						
RDFO	12	12	16	16						
CVFO	16	16	13	13						
SFFO	17	17	17	17						
RCFO	18	17	20	21						
ORFO	15	15	14	14						
SDFO	16	16	15	15						
Total	232	231	230	230						

On-Going Savings					
Ongoing Annual Revenue due to Membership Maintenance *				\$2,000,000.00	
Cost of 1% **				\$306,484.00	
Salary Schedule Increase				6.53%	
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** Letter from ED to AEU Dated 9/16/19					

Cost of 1% (salary, benefits, retirement, VEBA and payroll) = \$306,484.00

INITIAL PROPOSAL
of the Association Employees Union (AEU)
to the California School Employees Association (CSEA)
for the 2019-2020 Re-Opener Negotiations

September 23, 2019

Time: _____

Article 13: Salary Schedules and Related Matters

Implementation of Wage Increases

13.2.1 Effective June 1, 2017, the salary schedule shall remain unchanged.

Effective June 1, 2018, the parties agree to re-open this section (13.2.1) only.

Effective June 1, 2019, ~~the parties agree to re-open this section (13.2.1) only~~ **CSEA shall increase the salary schedule by six and a half percent (6.5%) and move the Labor Relations Representative classification from Range 16 C to a newly created Range 17 B.**

The remainder of Article 13: Salary Schedules and Related Matters to remain status quo.