

**Civil Service Council (CSC) Meeting
April 20, 2004
APPROVED on May 18, 2004**

Present: Vicki Bryan, Martha Burk, Christa Lawhun, John Moss, Melody Palm, Pat Schnitker, Doris Shaw, Elaine Thoennes, Jack Wylie, Tammy Carlson, Marcia Strum, Pam Burress
Absent: Julie Caplinger, Paul Collins, Steve Lancaster, Andy Monninger, Theresa Sanchez, Jan Jolynn Staley, Dave Turner
Guests: Bob Martin, Rick Serber, Dave Bloede, Abby Davis, Barry Holder, and Delbert Price with AFSCME; 82-plus constituents

Martha Burk opened the meeting at Noon.

Martha introduced Rick Serber and Bob Martin. She stated the Civil Service Council is not taking a stand on the issue; the Council has received a number of questions and we wanted to provide an opportunity for our constituents to get more information. Martha introduced the Council members. Martha distributed paper and explained that if there were any questions for Human Resources you could write them out and turn them in at the end of the meeting. Martha turned it over to Bob Martin.

Mr. Martin began with introductions of the other union organizers. We are AFSCME, nearly 1.5 million nationwide, largest public sector union, 120,000 university members across country. We also represent pilots, nurses, doctors, professionals, public, etc. Some of the universities represented are Harvard, University of California, University of Southern California, Illinois State University, University of Chicago, Wisconsin, Minnesota, and many more. Why we're here – we were contacted by technology/technology paraprofessionals, only group not represented; no voice, no binding contract, don't know future.

We are not here to bash University, Civil Service Council, or Human Resources. Here to negotiate your price of labor – clerical parity and cost of living – the process, not trying to hide. **If you signed a Union Card it is a YES vote for Union.** Signed card is valid for 6 months. **Sign card, it is election – a YES vote.** All literature will state these facts. I have visited Human Resources website (*did not go into specific issues*). Union needs a significant majority of effected classifications to turn in to Education Board. Employee has 30 days to change mind after petition and get card back. Two have requested their card back and have received them. Employer will never see card; only Union organizer and you.

Education Board will request copy of signature on file (W2, etc.) to verify signature on card.

- Will determine if threshold met
- Issue order to University to negotiate in good faith
- Surveys in effected classifications for proposals to submit to management
- You elect peers to sit on bargaining committee, want as many as possible however may be limited on number, Union will negotiate number
- Meet with professional union organizers to go over proposals
- Bargaining team set, proceed with meetings
 - Negotiating is tough process
 - Believe we have working relationship with administration
 - Take number of months
 - Tentative agreement – go to vote
 - Majority of effected classifications vote to accept – no one pays a cent in union dues until contract is accepted
 - Due are 20 cents per hour; small price to enrich someone's life
 - Package needs to include at least 20 cents per hour so it is no lose situation for employees
 - Vote costs 0; bargaining team needs to negotiate at least 20 cents per hour plus some of proposals before bringing to employees for acceptance.
 - No dues until contract is negotiated and accepted.

Bob believes if people sit down with Union they will answer any questions employees has at that time. Union won't say they will get back to you in a few days. They will explain what they do here and across University. They operate on credibility – they can't lie or they are done.

Bob would not discuss numbers now, just stated we have a good number. We will take as long as cards keep coming in.

Current list has titles exactly the same at Illinois State University and University of Illinois for comparison. Bob stated he would only mention top three significant positions:

Classification	ISU Minimum	U of I Minimum
Computer System Operator II	15.14	21.38
Digital Computer Operator III	11.45	17.57
Nurse Practitioner	18.50	29.58

The clericals had a 3 year contract and currently have a 6 year contract, averaging 6% per year increase. Great strides made with clerical union. The Union offers:

- Benefits, wages, whole package
- Not here to destroy anything, want to enrich lives
- Bob said he is very proud of his work
- Nothing to fear, sit down with labor management at meetings
- Not hiding anything
- Appreciated no booing, would like to keep for rest of meeting. He knows there are those for and against union present.
- Contact an organizer and meet at lunch, break, or home.

The floor was opened for questions.

1. Last year four people in AFSCME were laid off. What did the Union do for them? (a) Bob stated he was not aware of this. Donna Dodd-Fulcher stated the positions were Telephone Operator I and she was that was laid off. Bob stated the Union does everything they can including re-education.
2. All you want is for staff to sign cards? (a) You are not a member of the Union in good standing until you are paying dues. Contract must be ratified.
3. Is there time limit on negotiations? (a) None. Signed cards expire in 6 months.
4. How many are eligible? How many have signed? How many approached the Union? (a.1) Could be two unions one for technical/paraprofessional with about 400 and a second for professional with about 50. Professionals are those needing a specific advanced degree. Can't make exact until you are in negotiations and Labor Board gets involved. They look at it employee by employee where each employee falls. Will need majority for each union to have both unions. (a.2) Better than half way to majority of signatures. This was clarified as not 50% of eligible employees but better than 50% of majority number needed to proceed. (a.3) Didn't state.
5. In group of 400, can specific classifications be removed from union at their request? (a) Human Resources and the Union must agree. Union wants to meet with Human Resources to discuss composition of classifications. Bob said the Union would meet immediately. Bob stated Human Resources would know, for example, that 12 would not vote for the union and would want to keep in to raise no vote.
6. We have been without representation for a long time. What precipitated this? (a) Success of unions on campus. It is an important time due to budget to be part of negotiating livelihood. For example, clerical union got wage increase every year, other folks had none or small wage increase. Budget is like piece of pie and leftover goes to nonunion.
7. With budget the way it is, take an employee with less seniority, how do you convince them Union is good versus concern of losing job? (a) Negotiate wages not loss of jobs. It is more important to be part of negotiations; other bargaining units get to negotiate. Individual who asked question responded, based upon the financial climate in the State of Illinois, I disagree with you strongly.
8. If there is a contract and budget crisis continues, would Union consider renegotiating to keep employees? (a) University can ask Union. We negotiate thousands of contracts across country and are not in business of negotiating for loss of jobs. All ISU contracts have no strike clause. Bob also stated that AFSCME has lobbyists and even though there were budget cuts it would have been worse with them.
9. What does Union offer to higher paid non-exempt employees? (a) Not pre-arranged package delivered. Staff set priorities on what to negotiate. What employees need most is parity as very few make it to end of pay ladder. For clericals, those with seniority benefited the most.
10. Those with seniority get more money? (a) Civil Service is individual to university; would not set new precedents. Civil Service Councils do not negotiate standardized wages across State.
11. University of Illinois has more money. (a) Economics impact on University and community money.
12. How can Union guarantee? (a) Get what strong enough for, worked at hard enough, been here long enough.
13. An individual here for 34 years, no raise in 17 years, no promotion since 1981, and has requested desk audits; would Union step in? (a) Yes, absolutely.
14. Will Union help with desk audits? (a) Yes. How? (a) Arbitration. Union lawyers give case and Human Resource lawyers give case. Decision is binding on all parties.

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15. What is significant majority? (a) Have cards signed and then Union will be meeting with them to ascertain their position. Union wants a level to sustain the 30-day process. Bob stated Human Resources will send letter asking you to send cards back. Union wants to make your life better.
16. Can you provide salary sheet? (a) Can't until end of process. Proposals come from you.
17. A lot of comparison to U of I, we aren't them, but since you keep making comparison, can we expect the same number of layoffs they had after their contract was negotiated? (a) You have voice with Union. Bob provided an example, there are two people, one with 2 weeks and one with 30 years; the university would layoff the 30 year employee. A quick response came from the constituents of no that isn't right; Civil Service rules follow seniority.
18. Statement from a Union Steward who was present: You live in area that is higher economics than U of I. Regarding the budget, it was State mandated cuts, University was told of cuts – they did not result from Union. It is not just about money, but also how treated in workplace such as does supervisor listen, help you go up. There were problems since AFSCME came into building, but brought up problems, never went to grievance, the Union was behind her. Union is not reason for layoffs – it will stand behind you. As for concerns on losing jobs, people are making decisions on how money is spent – use the Freedom of Information Act to see where it's going. The University had several years to bring up other wages, paraprofessionals last year wanted to join Union.
19. Union dues? (a) Flat rate is set locally. It is 20 cents per hour here.
20. Martha made statement: Setting up adversarial position between Union and Human Resources. Martha stated that she recently spoke with Al Bowman and he said that the University's position is neutral. The decision on unionization is up to the employees. She doesn't think you will receive a letter from Human Resources as Bob mentioned.
21. Are Union dues retroactive? No and there are no initiation fees.
22. Since new public act law changed, how has it benefited Civil Service? (a) Previous law treated employees as they don't know what they're doing when signing card, principal change was employee does know. It was tense, there was hostility leading up to election, new law removes some of this.
23. In a new contract could clause be written stating if no funds available and budget doesn't allow raises could be renegotiated. (a) If you negotiate contract for a few years, University wants clause; however, negotiations would have to accept. If you would agree to wage reopen part way through contract it would have to be accepted by employees.
24. Signature cards include SSN. University is working hard on identity theft. (a) Illinois State Higher Education Labor Board always does verification, same way, very professionally.
25. Union can keep going on indefinitely, some cards expire but new ones brought on. (a) It is not beneficial to Union, we have other places to organize.
26. Can Union go on in secret? (a) Not possible. Not as easy to negotiate contract as it was six years ago. But negotiations can be done.
27. Some have wondered why they are not being contacted. Are they not on list, Union must have some list. (a) All non-union employees who are not supervisors or managers and not currently represented. Employees were concerned that if people don't know, they get no vote on whether to unionize.
28. Human Resources sent list to employee, but there were discrepancies. (a) Union is doing same thing. We want to contact everyone. It is time consuming.
29. Classifications being excluded are supervisors only, per information on Human Resources web. Per law, classifications must be included. (a) Law enforced by Labor Board if University and Union can't agree. Labor Board would decide. If University and Union can agree on exclusions, then classifications can be excluded.
30. Define supervisor/manager. Why not in Union? In Illinois deemed supervisor, if hiring, firing, and absence approval, take majority of time exercising those duties. A manager affects public policy on behalf of the University. Labor Board hasn't given much help on clarity.
31. Last Union contract was negotiated when we had a surplus, now in difficult times how would you negotiate? (a) Concern is reasonable, you research and demand financial picture to make informed proposals. In process of negotiating – preparation of proposals is very important.
32. Do we trust Union on what's available? (a) Not trust – right to know what is really going on; now a part of making decision.
33. If salary goes up, do union dues go up? (a) Local decision, it is not automatic.
34. Is six years usual for a contract? (a) Length of clerical contract had goal to reach parity with U of I and it came out to six years. Three years is standard. ISU could not reach parity in three years.
35. What is breakdown of clerical union? 80% are voting members. There were 500 in 1997, 380 in 2000, and 320 in 2004. Numbers declined in part due to upgrades and elimination of jobs.
36. What is fair share? (a) Employee with non-voting rights. Under law Union must cover and you enjoy rights of Union. You don't have to join under Illinois law. If you are not member you pay fair share in lieu of dues-you are obligated to pay union fee for union coverage. If not member – you can't vote. Fair Share is recalculated each year as a percentage of dues. Cost of enforcement of contract is the fair share.
37. Card good for six months, why drag on? (a) There is momentum to organize now. After six months it will be demonstrated whether there is interest. Union would like to have a meeting a week all across campus.
38. Are organizers assigned to ISU? Yes, except for one that does travel elsewhere.

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39. Are pensions affected? (a) Union secures things you enjoy now. State of Illinois drafted change for most non-covered employees and could do. However for organized employees, they are not being forced to make change since they have contract.

Martha wrapped up the questioning as our time for the room was coming to an end. She thanked everyone for their time.

Reminders

Deadline for next two OpenLines – May 4, June 1

Guest: John Presley, date TBA

Guest: Helen Mamarchev, date TBA

The meeting adjourned at 1:30pm.

The next regular Civil Service Council meeting will be held Tuesday, May 4, at Noon, in the Bone Student Center Spotlight Room.