

Statement of Teamsters Local 2010 to California State University's Board of Trustees

March 24, 2020

Jason Rabinowitz, Secretary-Treasurer:

Chancellor White and Trustees,

During this unprecedented national crisis, the California State University provides critical educational services. The Teamsters Union has a proud tradition of stepping up to serve the community in times of crisis, and the 1,100 Teamster skilled trades workers at CSU are proud to work hard and do our part. At the same time, we need to ensure that our workplace is safe, and that workers' rights are protected.

We welcome the CSU's decision to provide 128 hours of paid administrative leave to employees who cannot work due to the COVID-19 crisis. While this is a great start, this program will need to be expanded, because the crisis is likely to last much longer than three weeks. We urge CSU to provide every opportunity to employees to work, so long as it may be done safely, through telework opportunities, flexible schedules, reassignments, and so on.

For those who can't work safely through these means for COVID-related reasons, for example, because they are sick or quarantined, at high risk, caring for children due to school closures, or any other reason, **the Teamsters urge CSU to ensure that workers will not suffer layoffs, curtailments, or other loss of pay and benefits for the duration of the crisis.** Many CSU workers live paycheck to paycheck. If CSU were to impose layoffs, we would see massive hardship among CSU workers and their families, with many losing their homes, facing eviction, food insecurity, and loss of health care. Since CSU is one of the largest employers in the state, the economic harm would reverberate through our communities. As a public institution, CSU bears a responsibility to its workforce and the state to avoid such an outcome. With its continuing revenue and its large reserves, CSU has the means to meet this responsibility.

We also call on CSU to give strong direction and closely monitor all locations and departments to maintain the safest possible work environments, including

minimizing in-person work through telework arrangements; strictly maintaining social distancing, providing protective equipment, and increased cleaning services.

We thank you for your attention to these concerns, and for the ongoing communication the Chancellor's office has maintained with the Union. Let's work together to keep CSU running as efficiently and safely as possible, while protecting the rights of the workers who make CSU work.

Drew Scott, Skilled Trades Director:

Good morning, Chancellor White and Board of Trustees, my name is Drew Scott and I'm the Skilled Trades director for Teamsters Local 2010 and a member of our Unit 6 Skilled Trades Bargaining Team. I've been a Facilities Controls Specialist at Fresno State for 13 years

Considering current events and the state of our nation I will keep my criticism to myself. I would like to say thank you for the leadership that has been shown. Sometime decisions are hard to make, and some feel they are not made soon enough. Our Unit 6 Teamster members would ask for some consideration on how we are being treated campus to campus as some campuses are requiring all unit 6 staff to report to work and some campuses are rotating smaller crews and others are running skeleton crews. Please use your leadership to straighten out this disparity in the treatment of Unit 6 Teamsters.

On bargaining, we understand that these are uncertain times, but know that the CSU will emerge from this crisis stronger than ever and will need a plan to take care of its critical Skilled Trades workforce going forward.

I would also like to thank Fresno State Administration for the Box Lunches and Breakfast Burritos for essential employees.

Thank You

Cal Mason, CSU San Diego

Hello, my name is Cal Mason and I am a Teamsters Local 2010 Steward at San Diego State and a member of our Unit 6 Skilled Trades Bargaining Team.

Our members appreciate that CSU has listened and provided up to 128 hours paid leave to deal with COVID-19 related issues. This leave is critical in these uncertain times for us to protect our health and take care of our families with school and daycare closures. We ask that the CSU respect our requests to use this leave and not put up unnecessary barriers in approving it. Things are stressful enough without having to worry whether our managers will be fair in approving our leave. Also, it's becoming clear that this crisis will likely last longer than a few weeks, so our Union calls on CSU to commit to extend this leave to cover the duration of the emergency. Our members will continue to do our work keeping the campuses operational regardless of the length of this crisis, so it's only fair that CSU continue to show the same commitment by granting paid leave to those who need it.

Matt Mason, CSU Sacramento

Hello, my name is Matt Mason and I am a Teamsters Local 2010 Steward at CSU Sacramento and a member of our Unit 6 Skilled Trades Bargaining Team.

These are uncertain times for all of us and unfortunately this crisis has emerged just as our Unit was in the middle of contract bargaining with CSU. However, we expect that CSU will emerge stronger than ever from this crisis, and when it does it will need to have a plan for its Skilled Trades workforce whose work is more important than ever. Our Union can be flexible and is working with CSU to address immediate issues, and we ask that CSU also be flexible and ensure we can continue making progress in bargaining. We can find a way to have dialogue by whatever means are necessary and are open to thoughts and suggestions. What cannot happen is that this bargaining slips through the cracks and is delayed indefinitely with the uncertainty around how long this crisis will last. That would not be in anyone's best interest, not the CSU's and certainly not our members'.

Chris Rooney, CSU Northridge

Hello, my name is Chris Rooney and I am a Teamsters Local 2010 Steward at CSU Northridge and a member of our Unit 6 Skilled Trades Bargaining Team.

A lesson that has quickly become apparent from this crisis is the need for preparedness and dialogue between our Union and the CSU before a crisis unfolds. What we are seeing now is that campuses making their own calls on how many workers to call in to work with no consistency between campuses and little transparency as to why these decisions are made. This is causing a lot of confusion and concern amongst our members and could be prevented if the CSU had a dialogue with our Union on its contingency plans and who it is deeming essential to maintain operations. We realize the work our unit does is critical to maintaining campus operations, and we know our work better than anyone and should be part of the conversation about how to cover campus needs. This crisis shows us that we can and should be proactive rather than reactive in preparing for these kinds of emergencies.