

RESOLUTION

concerning

GRANTING AUTHORITY TO THE GOVERNOR FOR CERTAIN
COLLECTIVE BARGAINING PURPOSES

April 4, 1997

WHEREAS, The Governor, through the Office of Labor Relations, began on March 20, 1997 to negotiate with the State Employees' Bargaining Coalition (SEBAC) concerning the offering of an early retirement program to state employees; and

WHEREAS, The Governor, through the Office of Labor Relations, has the statutory authority to negotiate over retirement issues for all state employees but does not have the authority to negotiate with CSU unions on "related issues" such as job security and replacement ratios, and

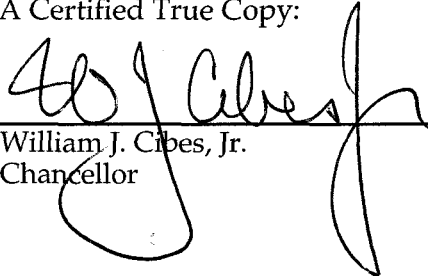
WHEREAS, The Governor has asked the education and judicial employers to grant him authority to negotiate over these related issues on our behalf; and

WHEREAS, The Executive Committee by mail ballot voted to transfer such authority with certain provisos, now therefore be it

RESOLVED, That such Executive Committee vote be hereby ratified and that such authority be transferred with the following provisos:

- any "related issues" should be negotiated as specific side agreements between CSU and our unions;
- representatives of CSU must be involved in the negotiations; and
- the CSU Board of Trustees reserves its right to ratify any agreements on "related issues" reached with the AAUP and SUOAF-AFSCME.

A Certified True Copy:


William J. Cipes, Jr.
Chancellor

ITEM**Granting Authority to the Governor for Certain Collective Bargaining Purposes****BACKGROUND**

Governor Rowland's representative, Joe Summa, began last week to negotiate with the State Employees' Bargaining Coalition (SEBAC) concerning the offering of an early retirement program to state employees. The Governor, through the Office of Labor Relations (OLR), has the statutory authority to negotiate over retirement issues for all state employees. OLR's proposal deals with items related directly to retirement such as eligibility, vacation and sick leave payout and timing of retirements. OLR does not, however, have the authority to negotiate with CSU unions on "related issues" like job security and replacement ratios. Accordingly, Mr. Summa has asked the education and judicial employers to grant him authority to negotiate over these related issues on our behalf.

ANALYSIS

To preserve the Board's rights in determining those issues related solely to the operating of the CSU System, it is recommended that such authority be granted with provisos that preserve such rights. A similar approach was taken in 1991 during the last such negotiations and is one that the other units of higher education have followed. The relevant provisos are as follows:

- any "related issues" should be negotiated as specific side agreements between CSU and our unions;
- representatives of CSU must be involved in the negotiations; and
- the BOT reserves its right to ratify any agreements on "related issues" reached with the AAUP and SUOAF-AFSCME.

CHANCELLOR'S RECOMMENDATION

It is recommended that authority with certain provisos be transferred to the Governor to negotiate on behalf of the CSU Board of Trustees on issues related to an Early Retirement Incentive Plan.