

AGENDA

COMMITTEE ON COLLECTIVE BARGAINING

Meeting: 9:30 a.m., Tuesday, January 30, 2018
Munitz Conference Room—Closed Session
Government Code §3596(d)

10:30 a.m., Wednesday, January 31, 2018
Glenn S. Dumke Auditorium —Open Session

Adam Day, Chair
Lateefah Simon, Vice Chair
John Nilon
J. Lawrence Norton
Jorge Reyes Salinas
Peter Taylor

Open Session– Glenn S. Dumke Auditorium

- Consent** 1. Approval of Minutes of the Meeting of November 8, 2017, *Action*
- Discussion** 2. Ratification of the Successor Collective Bargaining Agreement with Bargaining Units 2, 5, 7, and 9, the California State University Employees Union (CSUEU), SEIU Local 2579, *Action*
3. Ratification of the Successor Collective Bargaining Agreement with Bargaining Unit 4, Academic Professionals of California (APC), *Action*
4. Ratification of the Successor Collective Bargaining Agreement with Bargaining Unit 10, International Union of Operating Engineers, Stationary Engineers (IUOE), Local 39, AFL-CIO, *Action*
5. Adoption of Initial Proposals for a Successor Collective Bargaining Agreement with Bargaining Unit 8, the Statewide University Police Association (SUPA), *Action*

**MINUTES OF THE MEETING OF
COMMITTEE ON COLLECTIVE BARGAINING**

**Trustees of The California State University
Office of the Chancellor
Glenn S. Dumke Conference Center
401 Golden Shore
Long Beach, California**

November 8, 2017

Members Present

Adam Day, Chair
John Nilon
Jorge Reyes-Salinas
Peter J. Taylor
Rebecca Eisen, Chair of the Board
Timothy P. White, Chancellor

Chair Day called the Committee on Collective Bargaining to order.

Approval of Minutes

The minutes of the July 18, 2017 meeting were approved as submitted.

Presentation of Action Item

Vice Chancellor Melissa Bard presented the action item.

Public Speakers

The committee heard from 21 public speakers who spoke on various topics.

Action Item

The committee then unanimously approved the following action item:

1. Ratification of the extension for Collective Bargaining Agreement with Bargaining Unit 3, the California Faculty Association until the year 2020.

Chair Day then adjourned the committee meeting.

COMMITTEE ON COLLECTIVE BARGAINING

Ratification of the Successor Collective Bargaining Agreement with Bargaining Units 2, 5, 7, and 9, the California State University Employees Union (CSUEU), SEIU Local 2579

Presentation By

Melissa Bard
Vice Chancellor
Human Resources

Summary

The successor collective bargaining agreement between the California State University and Bargaining Units 2, 5, 7, and 9, the California State University Employees Union (CSUEU), SEIU Local 2579, will be presented to the Board of Trustees for ratification.

Recommended Action

The following resolution is recommended for ratification:

RESOLVED, by the Board of Trustees of the California State University, that the successor collective bargaining agreement between the California State University and Bargaining Units 2, 5, 7, and 9, the California State University Employees Union (CSUEU), SEIU Local 2579, is hereby ratified.

COMMITTEE ON COLLECTIVE BARGAINING

Ratification of the Successor Collective Bargaining Agreement with Bargaining Unit 4, Academic Professionals of California (APC)

Presentation By

Melissa Bard
Vice Chancellor
Human Resources

Summary

The successor collective bargaining agreement between the California State University and Bargaining Unit 4, Academic Professionals of California (APC), will be presented to the Board of Trustees for ratification.

Recommended Action

The following resolution is recommended for ratification:

RESOLVED, by the Board of Trustees of the California State University, that the successor collective bargaining agreement between the California State University and Bargaining Unit 4, Academic Professionals of California (APC), is hereby ratified.

COMMITTEE ON COLLECTIVE BARGAINING

Ratification of the Successor Collective Bargaining Agreement with Bargaining Unit 10, International Union of Operating Engineers, Stationary Engineers (IUOE), Local 39, AFL-CIO

Presentation By

Melissa Bard
Vice Chancellor
Human Resources

Summary

The successor collective bargaining agreement between the California State University and Bargaining Unit 10, International Union of Operating Engineers, Stationary Engineers (IUOE), Local 39, AFL-CIO, will be presented to the Board of Trustees for ratification.

Recommended Action

The following resolution is recommended for ratification:

RESOLVED, by the Board of Trustees of the California State University, that the successor collective bargaining agreement between the California State University and Bargaining Unit 10, International Union of Operating Engineers, Stationary Engineers (IUOE), Local 39, AFL-CIO, is hereby ratified.

COMMITTEE ON COLLECTIVE BARGAINING

Adoption of Initial Proposals for a Successor Collective Bargaining Agreement with Bargaining Unit 8, the Statewide University Police Association (SUPA)

Presentation By

Melissa Bard
Vice Chancellor
Human Resources

Summary

The initial proposals for a successor collective bargaining agreement between the California State University and Bargaining Unit 8, the Statewide University Police Association (SUPA), will be presented to the Board of Trustees for adoption.

Recommended Action

The following resolution is recommended for ratification:

RESOLVED, by the Board of Trustees of the California State University, that the initial proposals for a successor collective bargaining agreement between the California State University and Bargaining Unit 8, the Statewide University Police Association (SUPA) is hereby adopted.



**The California State University's
Initial Collective Bargaining**

Proposals

Between

The Board of Trustees

of

The California State University

And

**The Statewide University Police Association
(Unit 8)**

Unit 8

2018 Successor Agreement Negotiations

California State University Bargaining Proposals

ARTICLE 2 – Definitions

The University will propose amendments to the existing definitions with the purpose of improving operational effectiveness.

ARTICLE 5 – Association Rights

The University will propose amendments to the existing article to improve operational effectiveness and to promote efficiency and fairness.

ARTICLE 9 – Citizen’s Complaint

The University will propose amendments to the existing article to promote efficiency and fairness.

ARTICLE 11 – Probationary Period

The University will propose amendments to the existing article to improve operational effectiveness and to promote officer safety.

ARTICLE 13 – Hours of Work, Overtime and Scheduling

The University will propose amendments to the existing article to improve operational effectiveness and to promote efficiency and fairness while keeping campuses safe and secure.

ARTICLE 17 –Benefits

The University will make proposals in relation to employee benefits.

ARTICLE 18 – Vacation

The University will propose amendments to the existing article to improve operational effectiveness and to promote efficiency and fairness.

ARTICLE 21 – Salary

The University will make proposals on salary.

ARTICLE 22 – Leaves of Absence with Pay

The University will propose amendments to the existing article to improve operational effectiveness and to promote efficiency and fairness.

The University reserves the right to add to, modify, or delete proposals for any/all Articles during the course of negotiations, in accordance with applicable laws.

DAVID P. MASTAGNI
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MICHAEL D. AMICK
CRAIG E. JOHNSON
BRIAN A. DIXON
STEVEN W. WELTY
STUART C. WOOD
DAVID E. MASTAGNI
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DOUGLAS T. GREEN

January 11, 2018

Sent via Electronic Mail Only

John Swarbrick, Chief Negotiator & Senior Labor Relations Advisor
The California State University
Office of the Chancellor
401 Golden Shore
Long Beach, CA 90802-4210
Via e-mail: jswarbrick@calstate.edu

RE: State University Police Association's Initial Proposals for 2018 Successor Bargaining Agreement

Dear,

Pursuant to Article 30 of the Collective Bargaining Agreement between the California State University Police Association (SUPA) and the Board of Trustees of the California State University, SUPA presents this list of initial proposals to commence bargaining for a successor agreement. The current agreement is set to expire on June 30, 2018.

ARTICLE 2, DEFINITIONS:

- To clean up the language.
- To identify the intent of what an "Emergency" is.

ARTICLE 3, MANAGEMENT RIGHTS:

- SUPA will be proposing to include the Association members' rights under POBR and HEERA.

ARTICLE 5, ASSOCIATION RIGHTS:

- SUPA will be proposing to modify, clean up and update items throughout this Article.

ARTICLE 6, CONCERTED ACTIVITIES:

- SUPA will be proposing to clean up the language and intent relating to discipline and grievances.

Attachment B

CB - Agenda Item 5

January 29-31, 2018

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ARTICLE 7, GRIEVANCE PROCEDURE:

- SUPA will be proposing to modify, clean up and update language throughout this Article.
- SUPA will also be proposing to make the timelines consistent throughout the Article as well as to clean up language and update the Arbitration section.
- SUPA will also be proposing to update and clarify release time.

ARTICLE 8, RULES AND REGULATIONS:

- SUPA will be proposing to add language relating to the requirements under HEERA and to update and clean up language in the Article.

ARTICLE 9, CITIZENS'S COMPLAINT:

- SUPA will be proposing to discuss removing Article as it is a Policy, not a subject of Collective Bargaining Agreement.

ARTICLE 10, EMPLOYEE SAFETY:

- SUPA will be proposing to clean up language.
- SUPA will also be proposing to update vehicle safety criteria and add additional employee equipment.
- SUPA will also be proposing to update and clarify established procedures for providing police back-up service.

ARTICLE 11, PROBATIONARY PERIOD:

- SUPA will be proposing to clean up the language and update the probationary period for lateral moves.

ARTICLE 12, APPOINTMENT/PROMOTION:

- SUPA will be proposing regional testing and changes to the promotional process.
- SUPA will also be proposing to clean up the language throughout this Article.

ARTICLE 13, HOURS OF WORK, OVERTIME AND SCHEDULING:

- SUPA will be proposing modifications to the work period and work scheduling process as well as the overtime process.

ARTICLE 14, BARGAINING UNIT WORK:

- SUPA will be proposing modifications to non-unit members and Dispatcher duties.

ARTICLE 15, OUT OF CLASS WORK:

- SUPA will be proposing to modify and clean up the language in this Article.

ARTICLE 16, OUTSIDE EMPLOYMENT:

- SUPA will be proposing to clarify the intent of the current language as well as update and modify the language in this Article.

ARTICLE 17, BENEFITS:

- SUPA will be proposing to modify and in some cases, increase the benefits listed in this Article.
- SUPA will also be proposing to clarify and clean up some of the language in this Article.

ARTICLE 18, VACATION:

- SUPA will be proposing modifications and increases to the accrual and use sections of this Article.

ARTICLE 19, HOLIDAYS:

- SUPA will be proposing language clean up and modifications.

ARTICLE 20, EMPLOYEE EDUCATION:

- SUPA will be proposing to increase the amount of CSU courses and how the program is administered.

ARTICLE 21, SALARY:

- SUPA will be proposing changes throughout this Article to increase compensation.

ARTICLE 22, LEAVES OF ABSENCE WITH PAY:

- SUPA will be proposing minor modifications and language clean up throughout this Article.

ARTICLE 23, LEAVES OF ABSENCE WITHOUT PAY:

- SUPA will be proposing language clean up in this Article.

ARTICLE 24, UNAUTHORIZED LEAVES OF ABSENCE:

- SUPA will be proposing language clean up in this Article.

ARTICLE 25, LAYOFF:

- SUPA will be proposing to clean up and modify some of the language in this Article.

SUPA reserves the right to add to, modify or delete these proposals as well as introduce new proposals during the course of negotiations.

Very Truly Yours,

MASTAGNI HOLSTEDT

Stephen D. Leonesio
Labor Relations Consultant

CC: Julie Doi, Senior Manager of Labor Relations (via email only: jdoi@calstate.edu)
Rene Castro, Assistant Vice Chancellor (via email only: rcastro@calstate.edu)
Jeff Solomon, SUPA President