

AGENDA

COMMITTEE ON COLLECTIVE BARGAINING

Meeting: 10:45 a.m., Tuesday, May 23, 2023
Munitz Conference Room —Closed Session
Government Code §3596(d)

3:30 p.m., Tuesday, May 23, 2023
Glenn S. Dumke Auditorium —Open Session

Christopher Steinhauser, Chair
Jack Clarke, Jr., Vice Chair
Larry L. Adamson
Julia I. Lopez
Lateefah Simon

Open Session—Glenn S. Dumke Auditorium

- Consent**
1. Approval of Minutes of the Meeting of November 15, 2022, *Action*
 2. Adoption of Initial Proposals for a Successor Collective Bargaining Agreement with Bargaining Unit 11, United Auto Workers, Local 4123 (UAW), *Action*

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

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

November 15, 2022

Members Present

Christopher Steinhauser, Chair
Jack Clarke, Jr., Vice Chair
Larry L. Adamson
Julia I. Lopez
Lateefah Simon

Wenda Fong, Chair of the Board
Jolene Koester, Interim Chancellor

Public Speakers

Public comment took place at the beginning of the meeting's open session, prior to all committees.

Chair Steinhauser called the Committee on Collective Bargaining to order.

Approval of the Consent Agenda

The minutes of the September 14, 2022 meeting were approved as submitted.

Agenda Item 2, Adoption of Initial Proposals for a Successor Collective Bargaining Agreement with Bargaining Unit 6, Teamsters Local 2010, was approved as submitted.

Chair Steinhauser adjourned the meeting of the Committee on Collective Bargaining.

COMMITTEE ON COLLECTIVE BARGAINING

Adoption of Initial Proposals for a Successor Collective Bargaining Agreement with Bargaining Unit 11, United Auto Workers, Local 4123 (UAW)

Presentation By

Leora D. Freedman
Vice Chancellor
Human Resources

Summary

The initial proposals for a successor collective bargaining agreement between the California State University and Bargaining Unit 11, United Auto Workers, Local 4123 (UAW), will be presented to the Board of Trustees for adoption. The proposals are attached to this item.

Recommended Action

The following resolution is recommended for adoption:

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 11, United Auto Workers, Local 4123 (UAW), is hereby adopted.

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

between

**The Board of Trustees of
The California State University**

and

**United Auto Workers Local 4123
(Bargaining Unit 11)**

May 2023

**Bargaining Unit 11
2023 Successor Agreement Negotiations
California State University Bargaining Proposals**

Article 2 – Appointments, Posting and Notification

- The University will make proposals to amend appointments, posting, and notification.

Article 3 – Benefits

- The University will make proposals to amend benefits.

Article 5 – Concerted Activities

- The University may make proposals to amend prohibited activities.

Article 10 – Grievance Procedure

- The University will make proposals to amend the grievance procedure.

Article 12 – Holidays

- The University will make proposals to amend holidays.

Article 14 – Leaves of Absence

- The University will make proposals to amend leaves of absence.

Article 16 – Non-Discrimination

- The University will make proposals to amend the non-discrimination article to be consistent with CSU Executive Order processes and prevailing law.

Article 18 – Salary

- The University may make proposals to amend salary.

Article 20 – Sick Leave

- The University may make proposals to amend sick leave.

Article 22 – Training

- The University will make proposals to amend training.

Article 23 – Union Access

- The University will make proposals to amend union access.

Article 24 – Union Security

- The University will make proposals to amend outdated references.

Article 26 – Workload

- The University will make proposals to amend workload.

Article 27 – Duration

- The University will make proposals to amend duration.

Appendices and Side Letters

- The CSU will review all Appendices and Side Letters, and make proposals to amend, retain, or delete as appropriate.

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.



UAW 4123 2023 Initial Bargaining Demands

Preamble

The CSU serves as a gateway to higher education for working class and historically marginalized communities in California. These groups have disproportionately felt the negative and *continuing* impacts of the COVID-19 pandemic, including its lingering economic effects^[1,2]. Two years from the onset of the COVID-19 pandemic, student worker purchasing power has declined drastically, student debt has skyrocketed, and campus fees and tuition continue to rise. And yet, the CSU has repeatedly prioritized executive pay increases and benefits, with some campus presidents receiving as much as a 28% pay increase in 2022,^[3] in addition to combined housing and vehicle stipends of around \$72,000 per year.^[4] The patterns are clear; it is crucial that the CSU shift its priorities from the top of the organization hierarchy to the workers that allow the CSU to function.

Student Worker Take Home Pay

Fair Compensation. We demand that the CSU recognize the vital role of Academic Student Workers by increasing Academic Student Worker pay in order to eliminate rent burden, food insecurity, and the need to take on oppressive debt.

Tuition & Fees. Paying tuition costs and fees while working for the CSU siphons worker pay back into the pockets of the university. No worker should pay to work at CSU. All Academic Student Workers should be provided full tuition and fee waivers in order to receive the full measure of our salary.

Appointments. Disable short-term job precarity: Provide Academic Student Workers with appointments that are at least one academic school year long, and that ensure a weekly minimum income.

Housing. Ensure access to affordable, quality housing near work and housing subsidies appropriate to the local cost of living.

Attachment B

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Benefits to Balance Student Workers' Lives

Sick Leave. We demand that the CSU learn from the lessons of the ongoing pandemic and provide all Academic Student Workers with paid sick leave in order to support a safe, healthy, and equitable workplace.

Priority Registration. Provide priority registration to facilitate the ability of Academic Student Workers to balance work and class schedules and graduate in a timely manner.

Healthcare and Caregiver Support. Improve access to healthcare for all Academic Student Workers, including campus health centers. Support the diverse Academic Student Worker population through enhanced paid (family) leave, vacation, and child care assistance.

Transit & Parking. We demand that the CSU reduce the burden of commuting costs by guaranteeing Academic Student Workers' access to staff and employee parking, while ensuring sustainability and environmental justice by providing Academic Student Workers with free public transit passes.

Supporting Academic Student Workers

Protections From Harassment & Bullying. Expand Academic Student Workers rights to have a safe work environment free from discrimination, harassment, bullying, excessive workloads, and academic retaliation and provide access to paid peer-led training for Academic Student Workers.

International Student Workers. Demonstrate the contributions International Student Workers make to the University by eliminating Nonresident Tuition for all International Academic Student Workers. Improve University healthcare and housing options offered to International Student Workers. Improve resources and support for International Student Workers to help navigate living and working in a new country.

Protect Jobs. We demand that the CSU recognize the value of employing students from within the campus community to carry out the CSU's mission, and ensure no third-party companies (such as outside tutoring services) are used to provide work otherwise provided by Academic Student Workers.

Workers Rights. Strengthen Academic Student Workers' ability to enforce our rights, which includes ensuring all Academic Student Workers have access to a paid union orientation every term that they are employed by the CSU, and that hiring departments are trained in Academic Student Workers' rights and protections.

NOTE: The Union reserves the right to submit proposals on additional bargaining topics not specifically listed here.