

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

Between

The Board of Trustees

Of

The California State University

And

**California State University Employees Union
(Bargaining Units 2, 5, 7 & 9)**

January 2020

Bargaining Units 2, 5, 7 & 9
2020 Successor Agreement Negotiations
California State University Bargaining Proposals

Article 1 – Recognition

- Review classifications and propose amendments as appropriate.

Article 2 – Definitions

- Review existing contractual definitions against campus operational needs.
- Update definitions to reflect any substantive changes elsewhere in the Agreement.

Article 5 – Union Rights

- Review and amend as appropriate current procedures and provisions related to providing information to the union, union leave, and resources for union business.

Article 7 – Grievance Procedure

- The CSU will make proposals to amend grievance procedure to increase efficiency and effectiveness.

Article 8 – Complaint Procedure

- The CSU will make proposals to amend complaint procedure to increase efficiency and effectiveness.

Article 9 – Employee Status

- Review and amend as appropriate current contractual provisions in relation to the posting of vacant positions; the recruitment and filling of positions within the bargaining units; the types of appointment within the bargaining units; procedures for employees rejected during probation; and provisions relating to granting permanent status in the bargaining units by the president.

Article 10 – Employee Performance

- The CSU will make proposals to amend the employee performance evaluation process.

Article 12 – Corrective Action

- Review and amend as appropriate current contractual provisions related to reprimands.

Article 14 – Vacations and Holidays

- Review and amend as appropriate current contractual provisions in relation to holidays and accrued employee vacation.

Article 15 – Leaves of Absence with Pay

- Review and amend as appropriate current contractual provisions in relation to use and reporting of employee leaves with pay.

Article 16 – Leaves of Absence without Pay

- Review and amend as appropriate current contractual provisions in relation to use and reporting of employee leaves without pay.

Article 17 – Assignment/Reassignment

- Review and amend as appropriate current contractual provisions in relation to permanent and temporary employee assignments and reassignments.

Article 18 – Hours of Work

- Review and amend as appropriate current contractual provisions in relation to establishing and assigning work schedules for exempt and non-exempt employees consistent with prevailing law and campus operational needs.
- Review and amend as appropriate current contractual provisions in relation to use of meal periods and clean-up time.

Article 19 – Overtime

- Review and amend as appropriate current contractual provisions in relation to the use of overtime and Compensatory Time Off consistent with prevailing law and campus operational needs.

Article 20 – Salary

- The CSU will make proposals to amend the salary Article, including but not limited to ways to address salary inversion and compression.

Article 21 – Benefits

- The CSU will make proposals in relation to employee benefits.

Article 25 – Non-Discrimination

- Review and amend as appropriate current contractual provisions in relation to non-discrimination so as to be consistent with CSU Executive Order processes and prevailing law.

Article 26 – Cruise Employees

- Review and amend as appropriate current contractual provisions in relation to cruise employees consistent with campus operational needs.

Article 28 – Family and Medical Leave and Pregnancy Disability Leave

- Review and amend as appropriate current contractual provisions in relation to use and reporting of employee leaves consistent with campus operational needs and prevailing law.

Article 29 – Duration and Implementation

- The CSU will make proposals on the duration of any successor Agreement.

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.