

**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**

**January 2017**

## **Bargaining Units 2, 5, 7, 9**

### **2017 Successor Agreement Negotiations**

#### **California State University Bargaining Proposals**

##### **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 in relation to the provision of information to the union; contractual provisions relating to union leave; and the provision of 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 grievance 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 the grant of 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 11– Personnel File**

- The CSU will make proposals in relation to the content of, and access to, employee personnel files.

## **ARTICLE 12 – Corrective Action**

- Review and amend as appropriate current contractual provisions in relation to the provision of reprimands.

## **ARTICLE 14 – Vacations and Holidays**

- Review and amend as appropriate current contractual provisions in relation to the use of 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.
- Review and amend as appropriate current contractual provisions in relation to creation of new bargaining unit classifications.

## **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 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 employee salary rates and in-range progressions procedures.

## **ARTICLE 21- Benefits**

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

## **ARTICLE 24- Layoff**

- Review and amend as appropriate current contractual provisions in relation to layoff.

## **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.

**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.**