



Joseph J. Jelincic III  
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California State University Employees Union (CSUEU), SEIU 2579/CSEA

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January 19, 2017

**SENT BY U.S. MAIL & E-MAIL**

John Swarbrick  
Chief Negotiator & Senior Labor Relations Advisory  
The California State University, Office of the Chancellor  
401 Golden Shore, 4th Floor  
Long Beach, CA 90802-4210  
*jswarbrick@calstate.edu*

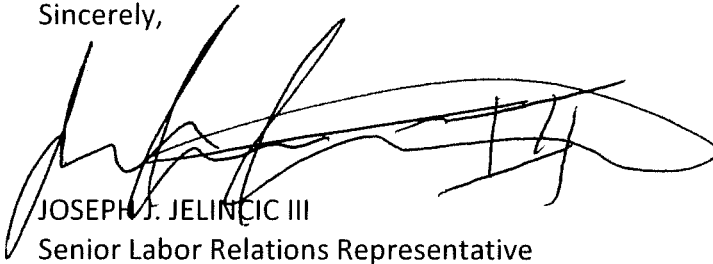
**Re: Initial Proposals for CSUEU Bargaining Units 2, 5, 7, and 9**

Dear Mr. Swarbrick:

Attached to this letter you will find the California State University Employees Union's (CSUEU) initial proposals for Bargaining Units 2, 5, 7, and 9. These proposals are made in accordance with Government Code §3595 and Article 29, Section 29.2, of the current Collective Bargaining Agreement between the parties. CSUEU reserves the right to add to, modify or delete these proposals and to introduce new proposals in the course of negotiations.

We look forward to meeting with you and your team in the near future.

Sincerely,



JOSEPH J. JELINCIC III  
Senior Labor Relations Representative

Enclosure

cc: Jo Ann Juarez-Salazar, CSUEU Executive Director  
Pat Gantt, CSUEU President  
Roxana "Rocky" Sanchez, CSUEU Vice President for Representation  
CSUEU Bargaining Team



CSUEU / CSU Full Contract Bargaining  
CSUEU's Sunshine Proposals  
January 19, 2017

Pursuant to Article 29 of the Collective Bargaining Agreement for Bargaining Units 2, 5, 7, and 9 between the California State University Employees Union (CSUEU or Union) and the Board of Trustees of the California State University (CSU), CSUEU presents this list of initial proposals to commence bargaining for a successor agreement between the parties that is set to expire on June 30, 2017.

**CSUEU reserves the right to add to, modify or delete these proposals and to introduce new proposals during the course of negotiations.**

Article 2: Definitions

- The Union will propose amendments to the definitions of terms within the agreement.

Article 3: Management Rights

- The Union will propose amendments to address the continued abuse and ongoing erosion of bargaining unit work through outsourcing.

Article 9: Employee Status

- The Union will propose amendments to address the systemic abuse of temporary status appointments.
- The Union will propose amendments to improve opportunities for career advancement for current employees, and requirements for accurate classification.
- The Union will propose amendments for a fair, expedient and equitable process to address rejections during probation.

Article 10: Employee Performance

- The Union will propose amendments to improve the accuracy, consistency and fairness of the evaluation process.

Article 11: Personnel File

- The Union will propose amendments regarding the retention of personnel records to promote fairness.

Article 12: Corrective Action

- The Union will propose amendments regarding the use and retention of personnel records.

#### Article 14: Vacations and Holidays

- The Union will propose revisions to establish fairness with other employee groups within the CSU.

#### Article 17: Assignment / Reassignment

- The Union will propose revisions related to: assignment, classification, and non-represented employees performing bargaining unit work.

#### Article 18: Hours of Work

- The Union will propose amendments protecting employees from excessive and/or unhealthy workload.
- The Union will propose to increase flexible work schedules, and teleworking / telecommuting opportunities.
- The Union will propose amendments to promote fairness and protect employees from unreasonable schedule changes.

#### Article 19: Overtime

- The Union will propose amendments to eliminate 24/7 work shifts which result in the abuse of employees' on-call status.

#### Article 20: Salary

- The Union will propose amendments, including cost of living adjustments, to the current salary structure in order to promote recruitment, retention and equity in the workforce.
- The Union will propose to increase the opportunity for employees to progress through their salary ranges.

#### Article 22: Professional Development

- The Union will propose amendments to improve access to job-related training and career development opportunities.

#### Article 23: Health and Safety

- The Union will propose to revise and update various provisions that affect employee health and safety.

#### Article 26: Cruise Employees

- The Union will propose revisions to establish fairness with other employee groups within the CSU.

#### Article 29: Duration and Implementation

- Proposals regarding the duration and implementation of the Agreement will be determined during bargaining.

#### Appendices and Side Letters

- Review and update, as necessary.

Further, the Union will propose a new article(s) to address bullying and civility in the workplace in order to promote a safe and productive work environment. Finally, the Union will also propose additions to standardize various campus-based policies.