



Academic Professionals of California

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February 19, 2017

Via Email Only: jswarbrick@calstate.edu

Mr. John A. Swarbrick
The California State University
401 Golden Shore, 4th Floor
Long Beach, California 90802-4210

Re: APC's Sunshine Proposals

Dear Mr. Swarbrick:

In this letter you will find APC's "sunshine proposals" as required by HEERA, but on a more fundamental level you will find the concerns of our bargaining unit members: concerns that we believe need to be addressed during negotiations. These concerns were identified through consultation with the Union's Statewide Council, Executive Board and most importantly the membership.

Please understand the proposals included here are an overview of the Union's position on each Article it wishes to open, but this list should not be viewed as demonstrating either their order of priority or the entire list of Articles APC may choose to open during bargaining. Instead, these proposals should be seen as the beginning of a process in which the Parties work collaboratively to improve the working conditions of all of the employees APC represents.

APC hereby proposes modifications to the current collective bargaining agreement in the following areas:

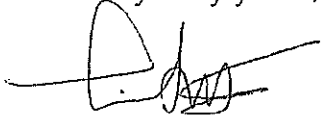
- Article 12, Corrective and Disciplinary Action -
 - Address the conduct of Skelly meetings.

- Article 13, Appointment -
 - Ensure proper bargaining unit representation on hiring committees;
 - Provide a meaningful mechanism to address classification issues.

- Article 14, Probation and Permanency -
 - Clarify when a recruitment must occur.
- Article 16, Professional Development -
 - Seek equity for employees pursuing doctoral degrees.
- Article 17, Assignment/Reassignment -
 - Clarify employee rights for an intra-campus transfer.
- Article 23, Salary -
 - Provide for general salary increases in each year of the contract;
 - Clarify the duration of the various bonus programs;
 - Ensure Merit Bonus monies continue to be placed in the Budget Shortfall Mitigation Bonus;
 - Clarify the eligibility date for the Budget Shortfall Mitigation Bonus;
 - Expand the criteria for which employees may be granted an In-Range Progression (IRP) and ensure a minimum percentage increase for those receiving an IRP.
- Article 24, Benefits -
 - Provide parity with other employees to unit 4 employees who use non-industrial leave.
- Article 26, Vacation -
 - Increase vacation accrual rates.
- Article 32, Work Environment -
 - Require a timely response to suggestions for workplace improvements;
 - Ensure parking rate increases are implemented in a fair and consistent manner.
- Article 34, Duration -
 - This proposal is designed to complement the Union's salary proposal.

I look forward to receiving the University's proposals and to beginning what I hope will be a collegial and productive experience.

Very truly yours,

A handwritten signature in black ink, appearing to be 'Lee O. Norris', written over a horizontal line.

Lee O. Norris,
Labor Relations Manager

cc: APC Executive Board
APC Bargaining Team