

**The California State University's**

**Initial Collective Bargaining**

**Proposals**

**Between**

**The Board of Trustees**

**Of**

**The California State University**

**And the**

**United Auto Workers**

**Teaching Associates**

**Graduate Assistants**

**Instructional Student Assistants**

## **Unit 11**

### **2016 Successor Agreement Negotiations**

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

##### **Article 2 – Appointments, Posting and Notification**

The University will propose amendments to the existing article with the purpose of improving operational effectiveness.

##### **Article 3 – Benefits**

The University will propose amendments to the Benefits Article.

##### **Article 5 – Concerted Activities**

The University will propose amendments to the existing article with the purpose of improving operational effectiveness.

##### **Article 10 – Grievance Procedure**

The University will propose amendments to the existing article with the purpose of improving operational effectiveness.

##### **Article 14 – Leaves of Absence**

The University will propose amendments to the existing article with the purpose of improving operational effectiveness.

##### **Article 16 – Non-Discrimination**

The University will propose amendments to the existing article with the purpose of updating the administration of executive orders.

##### **Article 18 – Salary**

The University will make proposals related to compensation.

##### **Article 23 – Union Access**

The University will propose amendments to the existing article with the purpose of improving operational effectiveness.

## **Article 26 – Workload**

The University will propose amendments to the existing article with the purpose of improving operational effectiveness and clarity.

## **New Article – Definitions**

The University will propose a new article adding definitions.

**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.**