

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

Between

The Board of Trustees

Of

The California State University

And

Bargaining Unit 1

**California Federation of the Union of
American Physicians and Dentists**

March 21, 2017

**Bargaining Unit 1
2017 Successor Contract Negotiations**

California State University Bargaining Proposals

ARTICLE 1 – Recognition

- Review existing language and amend to reflect newly created and approved classifications.

ARTICLE 2 – Definition

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

ARTICLE 6 – Union Rights

- Review current procedures and amend as appropriate 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 8 – Grievance Procedures

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

ARTICLE 11 - Employee Status

- The University will make proposals to incorporate newly proposed classification standards.

- The University will make proposals to facilitate a classification review of employees to determine placement within newly proposed classification standards.
- The University will make proposals to preserve flexibility to make bargaining unit appointments that are consistent with the operational needs of the appointing campus.

ARTICLE 14 – Sick Leave

- Review current contractual provisions and amend as appropriate in relation to use and reporting of accrued sick leave.

ARTICLE 15 – Leaves of Absence with Pay

- Review current contractual provisions and amend as appropriate to ensure compliance with Family and Medical Leave Act, California Family Rights Act, and California Family Paid Leave Act and in relation to use and reporting of employee leaves with pay.

ARTICLE 16 – Leaves of Absence without Pay

- Review current contractual provisions and amend as appropriate to ensure compliance with Family and Medical Leave Act, California Family Rights Act, and California Family Paid Leave Act and in relation to use and reporting of employee leaves without pay.

ARTICLE 19 – 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 20 – Benefits

- Review and amend as appropriate current contractual provisions in relation to employee benefits consistent with system and campus operational needs, and prevailing law.

ARTICLE 22 – Vacation

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

ARTICLE 25 – Layoff

- Review current contractual provisions in relation to layoff and amend as appropriate to ensure that the existing processes and procedures contained in this Article are operationally efficient and provide the necessary procedural and definitional clarity.

ARTICLE 26 – General Provisions

- Review current contract provisions in relation to non-discrimination and amend as required to be consistent with federal and state law as well as CSU Executive Order and policy.

ARTICLE 28 - Duration and Implementation

- The University will make proposals regarding 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.