

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

Between

The Board of Trustees

Of

The California State University

And

Teamsters Local 2010

(Bargaining Unit 6)

September 2019

Bargaining Unit 6
2020 Successor Agreement Negotiations
California State University Bargaining Proposals

Article 1 – Recognition

- Review classifications and propose amendments as appropriate.

Article 4 – Contracting Out

- Modify language to provide operational flexibility and efficiencies.

Article 6 – Non-Discrimination

- Review to align with current law and in conformity with Executive Orders.

Article 7 – Union Rights

- Review and amend existing language regarding union leave and release time.

Article 9 – Grievance Procedure

- Review process and propose amendments consistent with having grievances resolved in a timely manner.

Article 10 – Appointment

- Review and amend as appropriate provisions in relation to appointments.

Article 14 – Corrective Action

- Review and amend as appropriate provisions in relation to reprimands.

Article 18 – Leaves of Absence with Pay

- Review and amend provisions relating to leaves of absence with pay.

Article 19 – Leaves of Absence without Pay

- Review and amend provisions relating to leaves of absence without pay.

Article 20 – Assignment/Reassignment

- Modify temporary assignments and other associated language.

Article 22 – Hours of Work

- Modify language to increase operational efficiencies and flexibility in assignments.

Article 23 – Overtime

- Modify language to increase operational efficiencies.

Article 24 – Salary

- Propose a salary adjustment to all bargaining unit employees to be developed in bargaining.

Article 25 – Benefits

- Review Benefits article and propose amendments to be developed in bargaining as appropriate.

Article 26 – Apprenticeship Program

- Modify and revise to bring article in-line with current policies and regulations.

Article 28 – Health & Safety

- Review and amend as appropriate provisions in relation to health and safety.

Article 32 – Duration and Implementation

- Modify and revise the term of the contract and other associated language.

Appendices and Side Letters

- The CSU will review all Appendices and Side Letters, and make proposals to amend, retain, or delete as appropriate.

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.