

Systemwide Human Resources
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MEMORANDUM

Date: February 22, 2020

To: AVPs, Human Resources
Cc: Police Chiefs

FROM: Steve James
Chief Negotiator
Labor & Employee Relations

SUBJECT: SUPA Contract Expiration

Today, February 22, 2020, the SUPA contract has expired and the Fact-Finding report is now public. We are attaching a copy of the Fact-Finding report with this memo.

We expected to hear from SUPA during the “10 day cooling off period”, so that we could have continued dialogue toward resolution. We are disappointed that this did not occur causing the contract to expire.

There are several items in the SUPA contract that are no longer in effect once the contract expires. We are listing those items for you below so that you may initiate appropriate and timely action to ensure that we comply with the sections that explicitly state they shall not continue after expiration.

- Sections 13.17 / 13.18 – Compensatory Time Off
 - All overtime earned after expiration will have to be paid. Time placed in the CTO bank prior to expiration is allowed to remain. This will be effective February 22, 2020.
- Section 21.14 – In-Range Progression
 - Upon expiration, employees will not be eligible for in-range progressions. This will be effective on February 22, 2020.

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San Diego

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- Section 21.18 – Shift Differential
 - Upon expiration, Shift Differential for employees who work four or more hours between midnight and 6:00 am shall revert back from \$2.20/hr to \$0.28/hr. This will be effective on February 22, 2020.

- Section 21.23 – Special Assignment Stipend
 - Stipends will end with the expiration of the contract. These stipends will be paid through February without any proration, but they will not be paid in March or going forward without a new agreement.

- Section 21.30 – Experience Step Increase
 - No newly eligible employees will receive an experience step increase once contract expiration has occurred. This will be effective on February 22, 2020.

- Article 7 – Grievance Procedure
 - Arbitration will no longer be available to settle disputes. This will be effective for new grievances filed on or after February 22, 2020.

Please feel free to share this memo and the accompanying report with anyone who may need or want the information.

If you have any questions, please feel free to contact Steve James, Chief Negotiator, at (562) 951-4530 or sjames@calstate.edu.