

DAVID P. MASTAGNI
JOHN R. HOLSTEDT
MICHAEL D. AMICK
CRAIG E. JOHNSEN
BRIAN A. DIXON
STEVEN W. WELTY
STUART C. WOO
DAVID E. MASTAGNI
RICHARD J. ROMANSKI
PHILLIP R.A. MASTAGNI
KATHLEEN N. MASTAGNI STORM
SEAN D. HOWELL
WILLIAM P. CREGER
SEAN D. CURRIN
ISAAC S. STEVENS
PAUL T. DOLBERG
JEFFREY R.A. EDWARDS
DANIEL L. OSIER
JUDITH A. ODBERT
ANDREW R. MILLER
ERIN M. DERVIN
EDWARD W. LESTER
KENNETH E. BACON
KEVIN A. FLAUTT
GREGORY G. GOMEZ
ACE T. TATE

Sacramento Office
1912 I Street
Sacramento, CA
95811-3151
(916) 446-4692
Fax (916) 447-4614
Tax ID #94-2678460



www.mastagni.com
All Correspondence to Sacramento Office

Ontario Office
3400 Inland Empire Blvd STE 101
Ontario, CA
91764-5577
(909) 476-3560

Chico: (530) 895-3836
San Jose: (408) 292-4802
Stockton: (209) 948-6158

JOHN H. BAKHIT
GRANT A. WINTER
IAN B. SANGSTER
JOSHUA A. OLANDER
CAMERON S. HUEY
DUSTIN C. INGRAHAM
LAURIE E. DANIELS
SHAWN B. COLLINS
TASHAYLA D. BILLINGTON
DAVID L. KRUCKENBERG
HOWARD A. LIBERMAN
CEZAR J. TORREZ
DANIEL L. RAINSBURY
JOHN J. BOSTANZOGLU
GREGORY J. THOMING
PHILLIP J. EBSWORTH
MITCHELL A. DE ANDA
BRENDAN B. ROCHFORD
ZEBULON J. DAVIS
KEVIN R. WIEMER
ANDREW S. DORIOTT
EMILY J. GUERRA
ILONA MANZYUK
BENJAMIN P. CARNEY
JOSEPH M. JEE
DOUGLAS T. GREEN

January 11, 2018

Sent via Electronic Mail Only

John Swarbrick, Chief Negotiator & Senior Labor Relations Advisor
The California State University
Office of the Chancellor
401 Golden Shore
Long Beach, CA 90802-4210
Via e-mail: jswarbrick@calstate.edu

RE: State University Police Association's Initial Proposals for 2018 Successor Bargaining Agreement

Dear,

Pursuant to Article 30 of the Collective Bargaining Agreement between the California State University Police Association (SUPA) and the Board of Trustees of the California State University, SUPA presents this list of initial proposals to commence bargaining for a successor agreement. The current agreement is set to expire on June 30, 2018.

ARTICLE 2, DEFINITIONS:

- To clean up the language.
- To identify the intent of what an "Emergency" is.

ARTICLE 3, MANAGEMENT RIGHTS:

- SUPA will be proposing to include the Association members' rights under POBR and HEERA.

ARTICLE 5, ASSOCIATION RIGHTS:

- SUPA will be proposing to modify, clean up and update items throughout this Article.

ARTICLE 6, CONCERTED ACTIVITIES:

- SUPA will be proposing to clean up the language and intent relating to discipline and grievances.

ARTICLE 7, GRIEVANCE PROCEDURE:

- SUPA will be proposing to modify, clean up and update language throughout this Article.
- SUPA will also be proposing to make the timelines consistent throughout the Article as well as to clean up language and update the Arbitration section.
- SUPA will also be proposing to update and clarify release time.

ARTICLE 8, RULES AND REGULATIONS:

- SUPA will be proposing to add language relating to the requirements under HEERA and to update and clean up language in the Article.

ARTICLE 9, CITIZENS'S COMPLAINT:

- SUPA will be proposing to discuss removing Article as it is a Policy, not a subject of Collective Bargaining Agreement.

ARTICLE 10, EMPLOYEE SAFETY:

- SUPA will be proposing to clean up language.
- SUPA will also be proposing to update vehicle safety criteria and add additional employee equipment.
- SUPA will also be proposing to update and clarify established procedures for providing police back-up service.

ARTICLE 11, PROBATIONARY PERIOD:

- SUPA will be proposing to clean up the language and update the probationary period for lateral moves.

ARTICLE 12, APPOINTMENT/PROMOTION:

- SUPA will be proposing regional testing and changes to the promotional process.
- SUPA will also be proposing to clean up the language throughout this Article.

ARTICLE 13, HOURS OF WORK, OVERTIME AND SCHEDULING:

- SUPA will be proposing modifications to the work period and work scheduling process as well as the overtime process.

ARTICLE 14, BARGAINING UNIT WORK:

- SUPA will be proposing modifications to non-unit members and Dispatcher duties.

ARTICLE 15, OUT OF CLASS WORK:

- SUPA will be proposing to modify and clean up the language in this Article.

ARTICLE 16, OUTSIDE EMPLOYMENT:

- SUPA will be proposing to clarify the intent of the current language as well as update and modify the language in this Article.

ARTICLE 17, BENEFITS:

- SUPA will be proposing to modify and in some cases, increase the benefits listed in this Article.
- SUPA will also be proposing to clarify and clean up some of the language in this Article.

ARTICLE 18, VACATION:

- SUPA will be proposing modifications and increases to the accrual and use sections of this Article.

ARTICLE 19, HOLIDAYS:

- SUPA will be proposing language clean up and modifications.

ARTICLE 20, EMPLOYEE EDUCATION:

- SUPA will be proposing to increase the amount of CSU courses and how the program is administered.

ARTICLE 21, SALARY:

- SUPA will be proposing changes throughout this Article to increase compensation.

ARTICLE 22, LEAVES OF ABSENCE WITH PAY:

- SUPA will be proposing minor modifications and language clean up throughout this Article.

ARTICLE 23, LEAVES OF ABSENCE WITHOUT PAY:

- SUPA will be proposing language clean up in this Article.

ARTICLE 24, UNAUTHORIZED LEAVES OF ABSENCE:

- SUPA will be proposing language clean up in this Article.

ARTICLE 25, LAYOFF:

- SUPA will be proposing to clean up and modify some of the language in this Article.

SUPA reserves the right to add to, modify or delete these proposals as well as introduce new proposals during the course of negotiations.

Very Truly Yours,

MASTAGNI HOLSTEDT

Stephen D. Leonesio
Labor Relations Consultant

CC: Julie Doi, Senior Manager of Labor Relations (via email only: jdoi@calstate.edu)
Rene Castro, Assistant Vice Chancellor (via email only: rcastro@calstate.edu)
Jeff Solomon, SUPA President