

## AGENDA

### COMMITTEE ON COLLECTIVE BARGAINING

**Meeting: 9:00 a.m., Tuesday, March 8, 2016**  
**Munitz Conference Room—Closed Session**  
**Government Code §3596(d)**

**10:15 a.m., Tuesday, March 8, 2016**  
**Glenn S. Dumke Auditorium —Open Session**

Lupe C. Garcia, Chair  
Lillian Kimbell, Vice Chair  
Adam Day  
Debra Farar  
Hugo N. Morales

**Open Session— Glenn S. Dumke Auditorium**

#### **Consent Item**

Approval of Minutes of the Meeting of January 26, 2016

#### **Discussion Item**

1. Ratification of the Collective Bargaining Agreement with Bargaining Unit 4, the Academic Professionals of California, *Action*
2. Adoption of Initial Proposals for a Successor Collective Bargaining Agreement with Bargaining Unit 13, California State University Employees Union (CSUEU), SEIU Local 2579, English Language Program Instructors, California State University, Los Angeles, *Action*
3. Status of Negotiations with the California Faculty Association (CFA), *Information*

**MINUTES OF MEETING OF  
COMMITTEE ON COLLECTIVE BARGAINING**

**Trustees of The California State University  
Office of the Chancellor  
Glenn S. Dumke Conference Center  
401 Golden Shore  
Long Beach, California**

**January 26, 2016**

**Members Present**

Lupe C. Garcia, Chair  
Lillian Kimbell, Vice Chair  
Adam Day  
Debra Farar  
Timothy P. White, Chancellor  
Lou Monville, Chair of the Board

Chair Garcia called the Committee on Collective Bargaining to order.

**Approval of Minutes**

The minutes of the November 17, 2015 meeting were approved as submitted.

**Presentation of Action Item**

Vice Chancellor Lori Lamb presented the action item.

**Public Speakers**

The Committee heard from the following public speakers:

Patrick Choi, President, Academic Professionals of California (APC), indicated that APC had reached a tentative agreement with the California State University and had begun the APC ratification process. Pat Gantt, President, California State University Employees Union (CSUEU) (Chico), spoke of the importance of working together on the state budget plan. Loretta Seva'aetasi, Vice President, Finance, CSUEU (San Francisco) and Susan Smith, Vice President for Representation, CSUEU Bargaining Unit 9 (Fullerton), spoke about concerns with the In-Range Progression system on some of the campuses. Rocky Sanchez, Vice Chair, CSUEU Bargaining Unit 7 (Pomona), spoke in favor of a systemwide surveillance camera policy. Ricardo Uc, Vice Chair, CSUEU Unit 9, discussed the importance of active shooter training and contracting out of jobs.

Jennifer Eagan, President, California Faculty Association (CFA), discussed efforts to obtain increased faculty pay. David Bradfield, Representation Committee Chair, CFA (Dominguez Hills), joined with others in singing “Which Side Are You On?” Carl Kimberlin, Business Manager, State Employees Trades Council-United (SETC), thanked the bargaining teams for their efforts in arriving at the Collective Bargaining Agreement between SETC and the California State University and also thanked the Board for its efforts to address infrastructure needs.

### **Action Item**

The committee then unanimously approved the following action item:

1. Ratification of the Collective Bargaining Agreement with Bargaining Unit 6, the State Employees Trades Council-United

Chair Garcia then adjourned the committee meeting.

**COMMITTEE ON COLLECTIVE BARGAINING**

**Ratification of the Collective Bargaining Agreement with Bargaining Unit 4, the Academic Professionals of California**

**Presentation By**

Lori Lamb  
Vice Chancellor  
Human Resources

**Summary**

The collective bargaining agreement between the California State University and Bargaining Unit 4, the Academic Professionals of California, will be presented to the Board of Trustees for ratification.

**Recommended Action**

The following resolution is recommended for ratification:

**RESOLVED**, by the Board of Trustees of the California State University, that the collective bargaining agreement between the California State University and Bargaining Unit 4, the Academic Professionals of California, is hereby ratified.

## **COMMITTEE ON COLLECTIVE BARGAINING**

### **Adoption of Initial Proposals for a Successor Collective Bargaining Agreement with Bargaining Unit 13, California State University Employees Union (CSUEU), SEIU Local 2579, English Language Program Instructors, California State University, Los Angeles**

#### **Presentation By**

Lori Lamb  
Vice Chancellor  
Human Resources

#### **Summary**

The adoption of initial proposals for a successor collective bargaining agreement between the California State University and Bargaining Unit 13, California State University Employees Union (CSUEU), SEIU Local 2579, English Language Program Instructors, California State University, Los Angeles, will be presented to the Board of Trustees. The proposals are attached to this item.

#### **Recommended Action**

The following resolution is recommended for adoption:

**RESOLVED**, by the Board of Trustees of the California State University, that the initial proposals for a successor collective bargaining agreement between the California State University and Bargaining Unit 13, California State University Employees Union (CSUEU), SEIU Local 2579, English Language Program Instructors, California State University, Los Angeles, is hereby adopted.



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

**Between**

**The Board of Trustees of The California State University**

**And**

**California State University Employees Union**

**February 2016**

**Unit 13**  
**2016 Successor Agreement Negotiations**  
**California State University Bargaining Proposals**

**ARTICLE 1 – Recognition**

The CSU will make proposals to the existing article with the purpose of improving operational effectiveness.

**ARTICLE 2 – Definitions**

The CSU will make proposals to the existing definitions with the purpose of improving operational effectiveness.

**ARTICLE 8 – Employee Status**

The CSU will make proposals to amend in relation to employee status.

**ARTICLE 9– Performance Evaluations**

The CSU will make proposals to amend the evaluation processes.

**ARTICLE 15 –Salary and Schedule**

The CSU will make proposals related to compensation and class schedules.

**ARTICLE 16 –Benefits**

The CSU will make proposals related to benefits.

**ARTICLE 19 – Non-Discrimination**

The CSU will make proposals to bring the contract language into alignment with current executive orders regarding non-discrimination.

**ARTICLE 24 – Duration and Implementation**

The CSU will make proposals to amend in relation to duration and implementation.

**Changes will be made to reflect the campus conversion from quarter to semester terms. 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.**



## **CSUEU Initial Proposals for BU 13**

Pursuant to Article 24 of the Collective Bargaining Agreement for English Language Program Instructors between the California State University Employees Union (CSUEU or Union) and the Board of Trustees of the California State University (CSU), CSUEU presents this list of initial proposals to commence bargaining for a successor agreement between the parties that is set to expire on June 30, 2016.

CSUEU reserves the right to add, modify or delete these proposals and to introduce new proposal during the course of negotiations.

### **Article 2: Definitions**

- The Union will propose amendments to the definitions of terms within the agreement.

### **Article 7: Grievance Procedure**

- The Union will propose amendments to provide consistency and clarity throughout in the grievance process.

### **Article 8: Employee Status**

- The Union will propose amendments to improve job security for instructors.
- The Union will propose amendments to promote clarity, transparency and fairness in the hiring process.
- The Union will propose amendments to increase efficiency in the hiring of instructors.

### **Article 9: Performance Evaluations**

- The Union will propose amendments to improve the clarity, accuracy and fairness in the evaluation process.

### **Article 10: Personnel Files**

- The Union will propose amendments to how the personnel file is used in decision making by university officials.

### **Article 13: Holiday and Leaves of Absence with Pay**

- The Union will propose to improve leave programs, and to gain parity with other CSU bargaining units.



**Article 15: Salary and Schedule**

- The Union will propose increases in salary, including cost of living, for all instructors to promote retention, recruitment and equity in the workforce.
- The Union will propose to better define the roles and duties of an instructor.

**Article 16: Benefits**

- The Union will propose benefit enhancements, and additional programs comparable to other CSU bargaining units.

**Article 17: Professional Development**

- The Union will propose amendments to professional development opportunities for instructors.

**Article 19: Non-Discrimination**

- The Union will propose amendments to reflect the current applicable executive orders regarding non-discrimination.

**Article 24: Duration and Implementation**

- Proposal regarding the duration and implementation of the Agreement will be determined during bargaining.

The Union will also propose updating the name of the college (College of Professional and Global Education) throughout the Agreement.

**COMMITTEE ON COLLECTIVE BARGAINING**

**Status of Negotiations with the California Faculty Association (CFA)**

**Presentation By**

Lori Lamb  
Vice Chancellor  
Human Resources

**Summary**

Vice Chancellor Lamb will provide an update on the status of negotiations between the California State University and the California Faculty Association, the statutory impasse process and campus logistical issues.