

AGENDA

COMMITTEE ON COLLECTIVE BARGAINING

Meeting: 10:00 a.m., Tuesday, March 22, 2022
Munitz Conference Room—Closed Session
Government Code §3596(d)

2:05 p.m., Tuesday, March 22, 2022
Glenn S. Dumke Auditorium—Open Session

Debra S. Farar, Chair
Lateefah Simon, Vice Chair
Adam Day
Douglas Faigin
Jack McGrory
Christopher Steinhauser

Open Session—Glenn S. Dumke Auditorium

- Consent**
1. Approval of Minutes of the Meeting of January 25, 2022, *Action*
 2. Adoption of Initial Proposals for a Successor Collective Bargaining Agreement with Bargaining Unit 4, Academic Professionals of California (APC), *Action*

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

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

January 25, 2022

Members Present

Debra S. Farar, Chair
Lateefah Simon, Vice Chair
Adam Day
Douglas Faigin
Jack McGrory
Christopher Steinhauser

Lillian Kimbell, Chair of the Board
Joseph I. Castro, Chancellor

Public Speakers

Public comment took place at the beginning of the meeting's open session, prior to all committees.

Chair Farar called the Committee on Collective Bargaining to order.

Approval of the Consent Agenda

The minutes of the November 9, 2021 meeting were approved as submitted.

Agenda Item 2, Ratification of the Successor Collective Bargaining Agreement with Bargaining Unit 3, California Faculty Association (CFA), was approved as submitted.

Agenda Item 3, Adoption of Initial Proposals for a Successor Collective Bargaining Agreement with Bargaining Units 2, 5, 7, 9, California State University Employees Union (CSUEU), was approved as submitted.

***PLEASE NOTE: As authorized by Assembly Bill No. 361 and Executive Order N-1-22 issued by Governor Newsom, all members of the Board of Trustees participated in this meeting remotely, either by telephonic or video conference means. Out of consideration for the health, safety and well-being of the members of the public and the Chancellor's Office staff, the January 24-26, 2022, meeting of the CSU Board of Trustees was conducted entirely virtually via Zoom teleconference.**

CB

Agenda Item 1

March 21-23, 2022

Page 2 of 2

Agenda Item 4, Adoption of Initial Proposals for a Successor Collective Bargaining Agreement with Bargaining Unit 8, State University Police Association (SUPA), was approved as submitted.

Chair Farar adjourned the meeting of the Committee on Collective Bargaining.

COMMITTEE ON COLLECTIVE BARGAINING

Adoption of Initial Proposals for a Successor Collective Bargaining Agreement with Bargaining Unit 4, Academic Professionals of California (APC)

Presentation By

Evelyn Nazario
Vice Chancellor
Human Resources

Summary

The initial proposals for a successor collective bargaining agreement between the California State University and Bargaining Unit 4, Academic Professionals of California (APC), will be presented to the Board of Trustees for adoption. 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 4, Academic Professionals of California (APC) is hereby adopted.

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

Between

The Board of Trustees

Of

The California State University

And

Academic Professionals of California

(Bargaining Unit 4)

March 2022

**Bargaining Unit 4
2022 Successor Agreement Negotiations
California State University Bargaining Proposals**

ARTICLE 2 - Definitions

- Update definitions to reflect any substantive changes elsewhere in the Agreement.

ARTICLE 8 - Union Rights

- Amend as appropriate to incorporate AB 119 requirements into the Agreement.

ARTICLE 13 - Appointment

- Amend as appropriate current contractual provisions in relation to appointment.

ARTICLE 14 - Probation and Permanency

- Amend as appropriate current contractual provisions in relation to probation and permanency.

ARTICLE 17 - Assignment/Reassignment

- Amend as appropriate current contractual provisions in relation to assignments and reassignments to promote efficiency and meet campus operational needs.

ARTICLE 19 - Sick Leave

- Amend as appropriate current contractual provisions in relation to catastrophic leave.

ARTICLE 21 – Non-Discrimination

- Ensure consistency with CSU Executive Order processes and prevailing law.

ARTICLE 22 – Leaves of Absence without Pay

- Amend as appropriate current contractual provisions in relation to use of leaves without pay, including conformance with the law.

ARTICLE 23 – Salary

- The CSU will make proposals to amend the salary Article.

ARTICLE 32 – Work Environment

- The CSU will make proposals in relation to employee work environment, including but not limited to increases in parking rates.

ARTICLE 33 – Layoff

- Provide clarity to existing language regarding work notice requirements allowing for easier implementation and better understanding of rights and requirements.

ARTICLE 34 – Duration

- The CSU will make proposals on the duration of a successor Agreement.

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, modify, or delete proposals during negotiations, in accordance with applicable laws.



February 25, 2022

Via Email Only: cchechel@calstate.edu

Ms. Christina Checel
Associate Vice Chancellor, Labor & Employee Relations
The California State University
401 Golden Shore, 4th Floor
Long Beach, California 90802-4210

Re: APC's Sunshine Proposals

Dear Ms. Checel:

In this letter you will find APC's "sunshine proposals" as required by HEERA. Please understand these proposals were derived from those issues our bargaining unit members identified as important.

As you review this letter it is important to know the general descriptions provided are an overview of the Union's position on each enumerated article. This list does not demonstrate any proposal's priority or a definitive list of Articles APC may open during bargaining. Instead, these concepts should be viewed as a means of framing a process in which the Parties work collaboratively to improve the working conditions of all of APC's bargaining unit employees.

APC hereby proposes modifications to the current collective bargaining agreement in the following areas:

- Article 13, Appointment
 - Ensure the use of the appropriate classification standards.
 - Include appropriate employee representation on hiring committees.
 - Allow for qualified employees to be interviewed for open positions.
 - Grant hiring preference to current employees.
 - Affirm the right of employees to transfer accrued vacation when moving to another campus.
 - Provide a meaningful mechanism to address classification issues.

- Article 14, Probation and Permanency
 - Affirm the President's right to reduce employee probationary periods.
- Article 16, Professional Development
 - Address issues with the application fee.
 - Seek equity for employees pursuing doctoral degrees.
- Article 17, Assignment/Reassignment
 - Provide a minimum notice requirement for reassignments.
 - Clarify when and where employees can be reassigned.
- Article 18, Evaluation
 - Clarify the information to be used during the evaluation process.
- Article 20 Leaves of Absence with Pay
 - Modify definition of those considered immediate family for the administration bereavement leave.
- Article 23, Salary
 - Provide for General Salary Increases in each year of the contract.
 - Ensure pay equity for periods when salaries were stagnant.
 - Provide a for Service Salary Increases for eligible bargaining unit employees.
 - Provide salary increases for employees designated as a "Lead"
 - Update the duration of the various bonus programs.
 - Continue the transfer of Merit Bonus monies into the Budget Shortfall Mitigation Bonus (BSM).
 - Clarify the eligibility date for the Budget Shortfall Mitigation Bonus (BSM).
 - Provide a meaningful mechanism to address In-Range Progression (IRP) issues and ensure a minimum percentage increase for those receiving an IRP.
- Article 26, Vacation
 - Increase vacation accrual rates.
 - Clarify the vacation approval process.

- Article 28, Hours of Work
 - Clarify working hours while travelling on University business.
 - Clarify what constitutes complex timekeeping records.

- Article 32, Work Environment
 - Require a timely response to employees who raise workplace health and safety issues.
 - Ensure parking rate increases are implemented in a fair and consistent manner.

- Article 34, Duration
 - This proposal is designed to complement the Union's salary proposal.

We look forward to receiving the University's proposals and to beginning what we hope will be a collegial and productive experience.

Very truly yours,

Lee O. Norris

Lee O. Norris,
Labor Relations Manager

cc: APC Bargaining Team
Joseph Jelincic
Steve James