

AGENDA

COMMITTEE ON COLLECTIVE BARGAINING

Meeting: 10:00 a.m., Tuesday, May 24, 2022
Munitz Conference Room—Closed Session
Government Code §3596(d)

2:05 p.m., Tuesday, May 24, 2022
Glenn S. Dumke Auditorium—Open Session

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 March 22, 2022, *Action*
 2. Adoption of Initial Proposals for a Successor Collective Bargaining Agreement with Bargaining Unit 1, Union of American Physicians and Dentists (UAPD), *Action*
 3. Ratification of the Tentative Agreement in the Salary Reopener with Bargaining Unit 1, Union of American Physicians and Dentists (UAPD), *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**

March 22, 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
Steve Relyea, Acting 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 January 25, 2022 meeting were approved as submitted.

Agenda Item 2, Adoption of Initial Proposals for a Successor Collective Bargaining Agreement with Bargaining Unit 4, Academic Professionals of California (APC), 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 1, Union of American Physicians and Dentists (UAPD)

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 1, Union of American Physicians and Dentists (UAPD) 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 1, Union of American Physicians and Dentists (UAPD) is hereby adopted.

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

Between

The Board of Trustees

Of

The California State University

And

Union of American Physicians and Dentists

(Bargaining Unit 1)

May 2022

**Bargaining Unit 1
2022 Successor Contract Negotiations**

California State University Bargaining Proposals

ARTICLE 1 – Recognition

- Review existing language and amend to reflect newly created and approved classifications.

ARTICLE 2 – Definition

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

ARTICLE 11 – Employee Status

- Amend as appropriate current contractual provisions in relation to employee status.

ARTICLE 14 – Sick Leave

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

ARTICLE 15 – Leaves of Absence with Pay

- Amend as appropriate current contractual provisions in relation to leaves of absence with pay.

ARTICLE 16 – Leaves of Absence without Pay

- Amend as appropriate current contractual provisions in relation to leaves of absence without pay.

ARTICLE 19 – Salary

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

ARTICLE 20 - Benefits

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

ARTICLE 25 - Layoff

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

ARTICLE 26 - General Provisions

- Ensure consistency with CSU Executive Orders and prevailing laws on non-discrimination laws.

ARTICLE 28 - Duration and Implementation

- 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.



UNION OF AMERICAN PHYSICIANS AND DENTISTS
AFFILIATED WITH AFSCME, AFL-CIO

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EXECUTIVE DIRECTOR

April 6, 2022

To: Joseph Jelincic

Senior Manager of System Wide Labor Relations/Collective Bargaining Specialist

From: Patricia Castillo,

UAPD Senior Representative, Chief Negotiator

Re: Sunshine Proposals Union of American Physicians and Dentists

Dear Joseph,

UAPD wishes to sunshine the following articles for upcoming negotiations.

Article 1: Recognition

Article 2: Definitions

Article 3: Effects of Bargaining

Article 4: Savigs Clause

Article 5: Management Rights

Article 6: Union Rights

Article 7: Concerted Activities

Article 8: Grievance Procedure

Article 9: Personal File

Article 10: Progressive Discipline, Temporary Suspension

Article 11: Employee Status

Article 12: Assignment/Reassignment

Article 13: Evaluation

Article 14: Sick Leave

Article 15: Leave of Absence With Pay

Article 16: Leave of Absence Without Pay

Article 17: Unauthorized Leaves of Absence

Article 18: Hours of Work

Article 19: Salary

Article 20: Benefits

Article 21: Holidays

Article 22: Vacation

Article 23: Professional Development

Article 24: Health and Safety

Article 25: Layoff

Article 26: General Provisions

Article 27: Labor and Management Committees

Article 28: Duration and Implementation

SIDE LETTER-DEA REGISTRATION REQUEST

APPENDIX A SALARY SCHEDULE

APPENDIX B SUPERSESSION

SIDE LETTER AGREEMENT #1

UAPD reserves their right to introduce new articles if through the course of bargaining either party identifies a need to introduce. Further UAPD will be forwarding a separate information request.

Respectfully,



Patricia Castillo
UAPD Deputy Administrator /Chief Negotiator

cc: Stuart A. Bussey, M.D., J.D., UAPD President
Doug Chiappetta, M.A., UAPD Executive Director
Chris Ige, UAPD Regional Administrator
Chritina Checel, CSU Vice Chancellor HR & ER

COMMITTEE ON COLLECTIVE BARGAINING

Ratification of the Tentative Agreement in the Salary Reopener with Bargaining Unit 1, Union of American Physicians and Dentists (UAPD)

Presentation By

Evelyn Nazario
Vice Chancellor
Human Resources

Summary

The tentative agreement in the salary reopener between the California State University and Bargaining Unit 1, Union of American Physicians and Dentists (UAPD) will be presented to the Board of Trustees for ratification.

Recommended Action

The following resolution is recommended for adoption:

RESOLVED, by the Board of Trustees of the California State University, that the tentative agreement reached in the salary reopener between the California State University and Bargaining Unit 1, Union of American Physicians and Dentists (UAPD) is hereby ratified.