

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

Between

The Board of Trustees

of

The California State University

and

The Academic Professionals of California

(Unit 4)

March 14, 2011

Unit 4
2011 Successor Agreement Negotiations
California State University Bargaining Proposals

ARTICLE 8 – Union Rights

The University will propose amendments to the existing article with the purpose of improving operational effectiveness and reducing administrative burdens..

ARTICLE 13 – Appointment

The University will propose amendments to the article with the purpose of providing improved efficiency.

ARTICLE 16 –Professional Development

The University will propose language to clarify fee waiver and to conform to the University's changes in fee designations.

ARTICLE 17 – Assignment/Reassignment

The University will propose amendments to the provision to for the purpose of operational efficiency and maximum flexibility.

ARTICLE 18 – Evaluations

The University will propose amendments to the existing article with the purpose of improving operational effectiveness.

ARTICLE 22 –Leaves of Absence Without Pay

The University will propose amendments to the article with the purpose of providing improved procedural clarity and conformance to the law.

ARTICLE 23 – Salary

The University will propose amendments to the article with the purpose of providing a more direct connection between rewards and current service. Salary proposals shall be determined during bargaining.

ARTICLE 24 – Benefits

The University will propose amendments to the provision for improving operational effectiveness. Benefits proposals will be determined during bargaining.

ARTICLE 28 – Hours of Work

The University will propose amendments to the provision for the purpose of operational and mission effectiveness.

ARTICLE 33 – Layoff

The University will propose amendments to the article to clarify and amend the lay-off process, including, but not limited to notice of lay-off, order of lay-off, options in lieu of lay-off, re-call rights and opportunities.

ARTICLE 32 –Duration and Implementation

The University will propose a three-year duration and review language for procedural clarity.

Side Letters of Agreement

- Review each side letter for relevance.
- Delete those that are irrelevant and obsolete.

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.