

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

Between

The Board of Trustees

of

The California State University

and

**The California State University Employees Union
(Units 2, 5, 7 and 9)**

March 14, 2011

Units 2, 5, 7 and 9
2011 Successor Agreement Negotiations
California State University Bargaining Proposals

ARTICLE 3 – Management Rights

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

ARTICLE 5 – Union Rights

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

ARTICLE 7 – Grievance Procedure

The University will propose amendments to the existing article to improve the grievance and arbitration processes.

ARTICLE 9– Employee Status

The University will propose amendments to the exiting article with the purpose of improving the classification appeal process.

ARTICLE 15 – Leaves of Absence with Pay

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

ARTICLE 16 – Leaves of Absence Without Pay

The University will propose amendments to the article to conform the existing article to current California and Federal law.

ARTICLE 17 – Assignment/Reassignment

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

ARTICLE 18 – Hours of Work

The University will propose amendments to the article with the purpose of providing improved procedural and definitional clarity for exempt and non-exempt employees.

ARTICLE 20 –Salary

The University will propose amendments to the article with the purpose of clarity and improving operational effectiveness. Salary proposals will be determined during bargaining.

ARTICLE 21 – Benefits

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

ARTICLE 22 – Professional Development

The University will propose amendments to the provision to for the purpose of clarifying the scope and application of fee waiver for employees and dependents.

ARTICLE 24 – Layoff

The University will propose amendments to the existing article to clarify and amend the lay-off process, including notice of lay-off, order of lay-off, options in lieu of lay-off, recall rights and opportunities, re-employment rights, and general provisions.

ARTICLE 29 –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.
- Modify or augment as required. .

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.