

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

**Between**

**The Board of Trustees**

**of**

**The California State University**

**and**

**The California Federation of the Union of American  
Physicians and Dentists  
(Unit 1 -Physicians)**

**March 14, 2011**

**Unit 1**  
**2011 Successor Agreement Negotiations**  
**California State University Bargaining Proposals**

**ARTICLE 6 – Union Rights**

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

**ARTICLE 10 – Pre-Discipline**

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

**ARTICLE 11 – Appointment**

The University will propose a means to appoint physicians on a short-term, emergency basis, which provide the University to better serve the needs of our students.

**ARTICLE 12 – Assignment/Reassignment**

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

**ARTICLE 19 – Salary**

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

**ARTICLE 20 – Benefits**

The University will propose amendments to the provision to for the purpose of maintaining compliance with applicable statues. Benefits proposals to be determined during bargaining.

**ARTICLE 23 – Professional Development**

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

## **ARTICLE 25 – Layoff**

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

## **ARTICLE 27 – Duration And Implementation**

The University will propose provisions on the duration and implementation of the Agreement to be determined in bargaining.

## **Side Letters of Agreement**

- Review each side letter for relevance.
- Delete those that are irrelevant and obsolete.
- Modify or augment as required.
- Incorporate the fee waiver side letter as a separate Article of the CBA and provide clarity.

## **Appendices**

Review and update Appendix A and B as necessary.

**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.**