



CSUEU-CSU Full Contract Bargaining  
CSUEU's Sunshine Proposals  
January 31, 2011

Pursuant to Article 29 of the Collective Bargaining Agreement between the California State University Employees Union (CSUEU) and the Board of Trustees of the California State University (CSU), CSUEU presents this list of initial proposals to commence bargaining for a successor agreement between the parties that is set to expire on June 30, 2011. CSUEU reserves the right to add to, modify or delete these proposals and to introduce new proposals during the course of negotiations.

Article 2: Definitions.

- The Union will propose to update and revise definitions of some terms within the agreement.

Article 3: Management Rights

- The Union will propose to clarify and revise some procedures and notices related to this section.

Article 9: Employee Status

- The Union will propose to clarify and improve the appointment and hiring process.

Article 10: Employee Performance

- The Union will propose revisions to improve the accuracy and fairness of the evaluation process and to incorporate workload considerations.

Article 14: Vacations and Holidays

- The Union will propose revisions to establish parity with other employee groups within the CSU.

Article 15: Leaves of Absence with Pay

- The Union will propose revisions and update language to be consistent with state law and regulations.

Article 17: Assignment/Reassignment

- The Union will propose to clarify and revise processes relating to work assignments.

Article 18: Hours of Work

- The Union will propose revisions to improve and update language to address workload and to increase access to flexible work schedules.

Article 20: Salary

- The Union will propose revisions to the current salary structure to promote recruitment, retention and equity in the workforce. The Union will seek to increase the opportunity for employees to move through salary ranges.

Article 22: Professional Development

- The Union will propose revisions to address workload and improve access to job-related training and career development opportunities.

Article 23: Health and Safety

- The Union will propose to revise and update various provisions that affect employee health and safety.

Article 27: Labor Management Committees.

- The Union will propose revisions to give labor management committees the flexibility they need to be effective and efficient in resolving issues.

Article 28: Family and Medical Leave

- The Union will propose changes to keep this section current with state and federal law.

Article 29

- The Union will propose changes to the duration and implementation of the Agreement.