

AGENDA

COMMITTEE ON COLLECTIVE BARGAINING

Meeting: 9:30 a.m., Tuesday, May 24, 2016
Munitz Conference Room—Closed Session
Government Code §3596(d)

10:00 a.m., Tuesday, May 24, 2016
Glenn S. Dumke Auditorium —Open Session

Lupe C. Garcia, Chair
Lillian Kimbell, Vice Chair
Adam Day
Debra Farar
Hugo N. Morales

Open Session— Glenn S. Dumke Auditorium

Consent Item

Approval of Minutes of the Meeting of March 8, 2016

Discussion Items

1. Ratification of the Collective Bargaining Agreement with Bargaining Unit 3, the California Faculty Association, *Action*
2. Adoption of Initial Proposals for a Successor Collective Bargaining Agreement with Bargaining Unit 11, the United Auto Workers, *Action*

**MINUTES OF MEETING OF
COMMITTEE ON COLLECTIVE BARGAINING**

**Trustees of The California State University
Office of the Chancellor
Glenn S. Dumke Conference Center
401 Golden Shore
Long Beach, California**

March 8, 2016

Members Present

Lupe C. Garcia, Chair
Lillian Kimbell, Vice Chair
Adam Day
Debra Farar
Hugo N. Morales
Timothy P. White, Chancellor
Lou Monville, Chair of the Board

Chair Garcia called the Committee on Collective Bargaining to order.

Approval of Minutes

The minutes of the January 26, 2016 meeting were approved as submitted.

Presentation of Action Items

Vice Chancellor Lori Lamb presented the action items.

Public Speakers

The Committee heard from the following public speakers:

Patrick Choi, President, Academic Professionals of California (APC), thanked Vice Chancellor Lori Lamb and the University's bargaining team for their efforts in the successful negotiation of the new APC Collective Bargaining Agreement and asked that APC bargaining unit members not be asked to perform Unit 3 work during a strike. Courtney Yamagiwa, a California State University, Long Beach student spoke in favor of the California Faculty Association's negotiation position.

Jennifer Eagan, California Faculty Association (CFA) President, East Bay, spoke of the potential for a faculty strike and asked for the Board to take action to avert it. Kevin Wehr, CFA Associate Vice President-North, Sacramento, spoke of the need for good faith bargaining with CFA. Jonathan Karpf, CFA Associate Vice President, Lecturers-North, spoke of the need for adequate

compensation for lecturers. David Bradfield, CFA Representation Committee Chair, Dominguez Hills, spoke of the need for sustainable pay levels for newly appointed faculty. Lillian Taiz, CFA Political Action Legislative Chair, Los Angeles, discussed the loss of faculty purchasing power over the last few years.

Pat Gantt, California State University Employees Union (CSUEU) President, Chico, indicated that CSUEU bargaining unit employees would honor their contract and work during a faculty strike but would not perform faculty work. Neil Jaklin, CSUEU Vice President of Organizing, called for respect for fellow union workers and the hard work they perform. Rocky Sanchez, Vice Chair, Bargaining Unit 7, Pomona, spoke of her support for CFA and the faculty. Rich McGee, Council Chair, Bargaining Unit 9, called for systemwide policies on smoking, video cameras and other items. Susan Smith, Vice Chair, Bargaining Unit 9, Fullerton, spoke in opposition to the outsourcing of bargaining unit work and expressed support for CFA.

Action Items

The committee then unanimously approved the following action items:

1. Ratification of the Collective Bargaining Agreement with Bargaining Unit 4, the Academic Professionals of California
2. Adoption of Initial Proposals for a Successor Collective Bargaining Agreement with Bargaining Unit 13, California State University Employees Union (CSUEU), SEIU Local 2579, English Language Program Instructors, California State University, Los Angeles

Information Item

Vice Chancellor Lori Lamb then gave a presentation on the status of negotiations between the California State University and the California Faculty Association, the statutory impasse process and campus logistical issues.

Chair Garcia then adjourned the committee meeting.

COMMITTEE ON COLLECTIVE BARGAINING

Ratification of the Collective Bargaining Agreement with Bargaining Unit 3, the California Faculty Association

Presentation By

Lori Lamb
Vice Chancellor
Human Resources

Summary

The collective bargaining agreement between the California State University and Bargaining Unit 3, the California Faculty Association, will be presented to the Board of Trustees for ratification.

Recommended Action

The following resolution is recommended for ratification:

RESOLVED, by the Board of Trustees of the California State University, that the collective bargaining agreement between the California State University and Bargaining Unit 3, the California Faculty Association, is hereby ratified.

COMMITTEE ON COLLECTIVE BARGAINING

Adoption of Initial Proposals for a Successor Collective Bargaining Agreement with Bargaining Unit 11, the United Auto Workers

Presentation By

Lori Lamb
Vice Chancellor
Human Resources

Summary

The adoption of initial proposals for a successor collective bargaining agreement between the California State University and Bargaining Unit 11, the United Auto Workers, will be presented to the Board of Trustees. 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 11, the United Auto Workers, is hereby adopted.



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

Proposals

Between

The Board of Trustees

of

The California State University

And the

United Auto Workers

Teaching Associates

Graduate Assistants

Instructional Student Assistants

Unit 11
2016 Successor Agreement Negotiations
California State University Bargaining Proposals

Article 2 – Appointments, Posting and Notification

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

Article 3 – Benefits

The University will propose amendments to the Benefits Article.

Article 5 – Concerted Activities

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

Article 10 – Grievance Procedure

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

Article 14 – Leaves of Absence

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

Article 16 – Non-Discrimination

The University will propose amendments to the existing article with the purpose of updating the administration of executive orders.

Article 18 – Salary

The University will make proposals related to compensation.

Article 23 – Union Access

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

Article 26 – Workload

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

New Article – Definitions

The University will propose a new article adding definitions.

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.

Bargaining Unit 11 – United Auto Workers Initial Collective Bargaining Proposals

As our contract from 2013 expires, there are many necessary changes that need to be made to ensure a better work environment for all Academic Student Employees. As indicated by the membership of UAW 4123, the university needs to improve the working conditions of Academic Student Employees to improve the overall quality of education at the CSU system. Our dual role as both students and instructors makes us vulnerable on both sides. We receive meager wages, most of which goes back to the university in the form of tuitions and fees. To improve the working conditions of academic student employees and the overall quality of education we have the following initial demands:

1). Improve Compensation and Benefits to match our contribution to CSU's success

- Pay raises that are commensurate with the high cost of living in California
- Tuition waiver for all Academic Student Employees
- Pay reflective of the hours worked and not based on units taught
- Year-long appointment for TAs and GAs and guaranteed minimum-hours for tutors
- Health benefits for ASEs
- Parental leave regardless of gender

2) Develop workplace conditions that promote safety, diversity, and access

- Access to all gender bathrooms
- Stronger protection against all forms of discrimination
- Stronger regulation and measures to stop bullying and sexual harassment from supervisors
- Employee Parking access for all Academic Student Employees

3). Improve quality of training to increase student success

- More pedagogical training to ensure quality and preparedness
- Paid Training for classes, trainings, and modules that are conditions of employment

NOTE: The Union reserves the right to submit proposals on additional bargaining topics not specifically listed here.