AGENDA

COMMITTEE ON COLLECTIVE BARGAINING

Meeting: 10:00 a.m., Tuesday, May 24, 2022
Munitz Conference Room—Closed Session
Government Code §3596(d)

2:05 p.m., Tuesday, May 24, 2022
Glenn S. Dumke Auditorium—Open Session

Lateefah Simon, Vice Chair
Adam Day
Douglas Faigin
Jack McGrory
Christopher Steinhauser

Open Session—Glenn S. Dumke Auditorium

Consent 1. Approval of Minutes of the Meeting of March 22, 2022, Action
2. Adoption of Initial Proposals for a Successor Collective Bargaining Agreement with Bargaining Unit 1, Union of American Physicians and Dentists (UAPD), Action
3. Ratification of the Tentative Agreement in the Salary Reopener with Bargaining Unit 1, Union of American Physicians and Dentists (UAPD), Action
MINUTES OF THE MEETING OF
COMMITTEE ON COLLECTIVE BARGAINING

Trustees of the California State University
Office of the Chancellor
Glenn S. Dumke Auditorium
401 Golden Shore
Long Beach, California

March 22, 2022

Members Present

Debra S. Farar, Chair
Lateefah Simon, Vice Chair
Adam Day
Douglas Faigin
Jack McGrory
Christopher Steinhauser

Lillian Kimbell, Chair of the Board
Steve Relyea, Acting Chancellor

Public Speakers

Public comment took place at the beginning of the meeting’s open session, prior to all committees.

Chair Farar called the Committee on Collective Bargaining to order.

Approval of the Consent Agenda

The minutes of the January 25, 2022 meeting were approved as submitted.

Agenda Item 2, Adoption of Initial Proposals for a Successor Collective Bargaining Agreement with Bargaining Unit 4, Academic Professionals of California (APC), was approved as submitted.

Chair Farar adjourned the meeting of the Committee on Collective Bargaining.
COMMITTEE ON COLLECTIVE BARGAINING

Adoption of Initial Proposals for a Successor Collective Bargaining Agreement with Bargaining Unit 1, Union of American Physicians and Dentists (UAPD)

Presentation By

Evelyn Nazario  
Vice Chancellor  
Human Resources

Summary

The initial proposals for a successor collective bargaining agreement between the California State University and Bargaining Unit 1, Union of American Physicians and Dentists (UAPD) will be presented to the Board of Trustees for adoption. 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 1, Union of American Physicians and Dentists (UAPD) is hereby adopted.
The California State University’s
Initial Collective Bargaining Proposals

Between

The Board of Trustees
Of
The California State University
And
Union of American Physicians and Dentists
(Bargaining Unit 1)

May 2022
Bargaining Unit 1  
2022 Successor Contract Negotiations  

California State University Bargaining Proposals

ARTICLE 1 – Recognition

• Review existing language and amend to reflect newly created and approved classifications.

ARTICLE 2 – Definition

• Update definitions to reflect any substantive changes elsewhere in the Agreement.

ARTICLE 11 – Employee Status

• Amend as appropriate current contractual provisions in relation to employee status.

ARTICLE 14 – Sick Leave

• Amend as appropriate current contractual provisions in relation to catastrophic leave and sick leave.

ARTICLE 15 – Leaves of Absence with Pay

• Amend as appropriate current contractual provisions in relation to leaves of absence with pay.

ARTICLE 16 – Leaves of Absence without Pay

• Amend as appropriate current contractual provisions in relation to leaves of absence without pay.

ARTICLE 19 – Salary

• The CSU will make proposals to amend the salary Article.
ARTICLE 20 – Benefits

• The CSU will make proposals to amend the benefits Article.

ARTICLE 25 – Layoff

• Provide clarity to existing language regarding work notice requirements allowing for easier implementation and better understanding of rights and requirements.

ARTICLE 26 – General Provisions

• Ensure consistency with CSU Executive Orders and prevailing laws on non-discrimination laws.

ARTICLE 28 – Duration and Implementation

• The CSU will make proposals on the duration of a successor Agreement.

Appendices and Side Letters

• The CSU will review all Appendices and Side Letters, and make proposals to amend, retain, or delete as appropriate.

The University reserves the right to add, modify, or delete proposals during negotiations, in accordance with applicable laws.
April 6, 2022

To: Joseph Jelincic

   Senior Manager of System Wide Labor Relations/Collective Bargaining Specialist

From: Patricia Castillo,

   UAPD Senior Representative, Chief Negotiator

Re: Sunshine Proposals Union of American Physicians and Dentists

Dear Joseph,

UAPD wishes to sunshine the following articles for upcoming negotiations.

Article 1: Recognition
Article 2: Definitions
Article 3: Effects of Bargaining
Article 4: Savigs Clause
Article 5: Management Rights
Article 6: Union Rights
Article 7: Concerted Activities
Article 8: Grievance Procedure
Article 9: Personal File
Article 10: Progressive Discipline, Temporary Suspension
Article 11: Employee Status
Article 12: Assignment/Reassignment
Article 13: Evaluation
Article 14: Sick Leave
Article 15: Leave of Absence With Pay
Article 16: Leave of Absence Without Pay
Article 17: Unauthorized Leaves of Absence
Article 18: Hours of Work
Article 19: Salary
Article 20: Benefits
Article 21: Holidays
Article 22: Vacation
Article 23: Professional Development
Article 24: Health and Safety
Article 25: Layoff
Article 26: General Provisions
Article 27: Labor and Management Committees
Article 28: Duration and Implementation
SIDE LETTER-DEA REGISTRATION REQUEST
APPENDIX A SALARY SCHEDULE
APPENDIX B SUPERSESSION
SIDE LETTER AGREEMENT #1

UAPD reserves their right to introduce new articles if through the course of bargaining either party identifies a need to introduce. Further UAPD will be forwarding a separate information request.

Respectfully,

[Signature]

Patricia Castillo
UAPD Deputy Administrator /Chief Negotiator

CC: Stuart A. Bussey, M.D., J.D., UAPD President
   Doug Chiappetta, M.A., UAPD Executive Director
   Chris Igge, UAPD Regional Administrator
   Chritina Checel, CSU Vice Chancellor HR & ER
COMMITTEE ON COLLECTIVE BARGAINING

Ratification of the Tentative Agreement in the Salary Reopener with Bargaining Unit 1, Union of American Physicians and Dentists (UAPD)

Presentation By

Evelyn Nazario
Vice Chancellor
Human Resources

Summary

The tentative agreement in the salary reopener between the California State University and Bargaining Unit 1, Union of American Physicians and Dentists (UAPD) will be presented to the Board of Trustees for ratification.

Recommended Action

The following resolution is recommended for adoption:

RESOLVED, by the Board of Trustees of the California State University, that the tentative agreement reached in the salary reopener between the California State University and Bargaining Unit 1, Union of American Physicians and Dentists (UAPD) is hereby ratified.