

AGENDA

COMMITTEE ON COLLECTIVE BARGAINING

Meeting: 8:30 a.m., Tuesday, March 25, 2025
Munitz Conference Room—Closed Session
Government Code §3596(d)

1:30 p.m., Tuesday, March 25, 2025
Glenn S. Dumke Conference Center—Open Session

Larry L. Adamson, Chair
Christopher Steinhauser, Vice Chair
Wenda Fong
Julia I. Lopez
Jack McGrory

Open Session—Glenn S. Dumke Conference Center

- Consent**
1. Approval of Minutes, *Action*
 2. Adoption of Initial Proposals for a Successor Collective Bargaining Agreement with Bargaining Unit 14, California State University Employees Union (CSUEU) - American Language and Culture Program Instructors, CSU, Monterey Bay), *Action*

**MINUTES OF THE MEETING OF THE
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**

November 20, 2024

Members Present

Larry L. Adamson, Chair
Christopher Steinhauser, Vice Chair
Wenda Fong
Julia I. Lopez
Jack McGrory

Mildred García, Chancellor
Jack B. Clarke, Jr., Chair of the Board

Trustee Larry L. Adamson called the meeting to order.

Consent Agenda

The minutes of the September 24, 2024 meeting of the Committee on Collective Bargaining were approved as submitted.

Item 2, Ratification of the Tentative Agreement with Bargaining Unit 4, Academic Professionals of California (APC), was approved as submitted.

Item 3, Adoption of Initial Proposals for a Successor Collective Bargaining Agreement with Bargaining Unit 3, the California Faculty Association, was approved as submitted.

Trustee Larry L. Adamson 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 14, California State University Employees Union (CSUEU) - American Language and Culture Program Instructors, CSU, Monterey Bay

Presentation By

Albert A. Liddicoat
Interim Vice Chancellor
Human Resources

Summary

The initial proposals for a successor collective bargaining agreement between the California State University and Bargaining Unit 14, California State University Employees Union (CSUEU) - American Language and Culture Program Instructors, CSU, Monterey Bay 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 14, California State University Employees Union (CSUEU) - American Language and Culture Program Instructors, CSU, Monterey Bay is hereby adopted.

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

Between

The Board of Trustees

Of

The California State University

And

Bargaining Unit 14

**California State University Employees Union – American Language and
Culture Program Instructors, CSU Monterey Bay**

March 2025

**Bargaining Unit 14
2025 Successor Agreement Negotiations
California State University Bargaining Proposals**

ARTICLE 6 – Concerted Activities

- Clarify rights and responsibilities in the event of concerted activities.

ARTICLE 7 – Grievance Procedure

- Review and amend the grievance procedure to increase efficiency and effectiveness.

ARTICLE 11 – Corrective Action

- Review and amend provisions concerning retention of documents related to reprimands.

ARTICLE 13 – Holidays and Vacation

- Review and amend the observed holidays.

ARTICLE 16 – Wages and Responsibilities

- Review and amend the provisions relating to salary.

ARTICLE 19 – Non-Discrimination

- Review and update references to non-discrimination policies.

ARTICLE 22 – Duration and Implementation

- Review and update the duration of any successor agreement.

SIDE LETTER

- Delete the side letter as it is obsolete.

The University reserves the right to add, modify, or delete proposals for any/all Articles during the course of negotiations, in accordance with applicable laws.



CSUEU's Unit 14 Sunshine Proposal
CSUEU-CSU 2025 Collective Bargaining Agreement Successor Bargaining

Pursuant to Article 22 of the 2016 – 2019 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 initial proposal to open the following articles and commence bargaining. CSUEU reserves the right to add to, modify or delete these proposals and to introduce new proposals during the course of negotiations.

Article 14: Leaves of Absence

- The Union proposes improvements in Sick Leave and Bereavement Leave.

Article 16: Wages and Responsibilities

- The Union proposes increases in wages.

Article 17: Benefits

- The Union proposes improvements in Parking Fees.

Article 22: Duration and Implementation

- The Union proposes a three-year agreement.

Side Letter of Agreement No. 1

- The Union proposes deletion of this Side Letter.