

## AGENDA

### COMMITTEE ON COLLECTIVE BARGAINING

**Meeting:** 8:40 a.m., Tuesday, May 20, 2025  
Munitz Conference Room—Closed Session  
Government Code §3596(d)

1:30 p.m., Tuesday, May 20, 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 1, Union of American Physicians and Dentists (UAPD), *Action*
  3. Adoption of Initial Proposals for a Successor Collective Bargaining Agreement with Bargaining Unit 11, United Auto Workers, Local 4123, *Action*

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

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

**March 25, 2025**

**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 Adamson called the meeting to order.

**Consent Agenda**

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

Item 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), was approved as submitted.

Trustee Adamson adjourned the meeting of the Committee on Collective Bargaining.

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**COMMITTEE ON COLLECTIVE BARGAINING**

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

**Presentation By**

Frank Hurtarte  
Vice Chancellor of Human Resources and Chief Human Resources Officer  
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)**

**April 2025**

**Bargaining Unit 1**  
**2025 Successor Contract Negotiations**

**California State University Bargaining Proposals**

**ARTICLE 2 – Definition**

- Review and amend definitions to reflect any substantive changes elsewhere in the Agreement.

**ARTICLE 7 – Concerted Activities**

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

**ARTICLE 10 – Progressive Discipline, Reprimands, Temporary Suspension**

- Review and amend contractual provisions related to the retention of reprimands.

**ARTICLE 13 – Evaluations**

- Review and amend contractual provisions related to the process of providing evaluations.

**ARTICLE 16 – Leaves of Absence without Pay**

- Review and amend contractual provisions related to family care or medical leave.

**ARTICLE 19 – Salary**

- Review and amend contractual provisions related to salary.

**ARTICLE 20 – Benefits**

- Review and amend contractual provisions related to employee benefits.

**ARTICLE 25 – Layoff**

- Review and amend contractual provisions relating to the layoff and re-employment procedures.

**ARTICLE 26 – General Provisions**

- Review and amend contractual provisions relating to the non-discrimination policy.

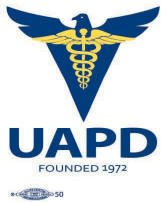
**ARTICLE 28 – Duration and Implementation**

- 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.**



**UNION OF AMERICAN PHYSICIANS AND DENTISTS**  
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TREASURER  
R. DOUGLAS CHIAPPETTA, M.A.  
EXECUTIVE DIRECTOR

April 8, 2025

To: Joseph Jelincic,

Interim Associate Vice Chancellor, Collective Bargaining & Labor Relations

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: Savings 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

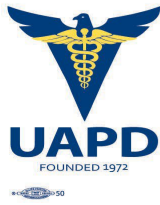
Article 11: Employee Status

**Attachment B**

CB – Agenda Item 2

May 19-21, 2025

Page 2 of 3



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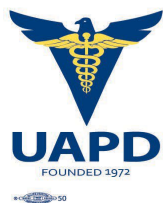
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- Article 12: Assignment/Reassignment
- Article 13: Evaluation
- Article 14: Sick Leave
- Article 15: Leave of Absence With Pay
- Article 16: Leave of Absence Without Pay
- Article 17: Unauthorized Leaves of Absence
- Article 18: Hours of Work
- Article 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





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EXECUTIVE DIRECTOR

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,

Patricia Castillo  
UAPD Deputy Administrator /Chief Negotiator

cc: Stuart A. Bussey, M.D., J.D., UAPD President  
Doug Chiappetta, M.A., UAPD Executive Director  
Stefanie Gusha, Senior Director for Collective Bargaining  
Indya Adams, UAPD Senior Representative

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**COMMITTEE ON COLLECTIVE BARGAINING**

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**Adoption of Initial Proposals for a Successor Collective Bargaining Agreement with Bargaining Unit 11, United Auto Workers, Local 4123**

**Presentation By**

Frank Hurtarte  
Vice Chancellor of Human Resources and Chief Human Resources Officer  
Human Resources

**Summary**

The initial proposals for a successor collective bargaining agreement between the California State University and Bargaining Unit 11, United Auto Workers, Local 4123 (UAW) 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 11, United Auto Workers, Local 4123 (UAW) is hereby adopted.

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

**between**

**The Board of Trustees of  
The California State University**

**and**

**United Auto Workers Local 4123  
(Bargaining Unit 11)**

**April 2025**

**Bargaining Unit 11**  
**2025 Successor Agreement Negotiations**  
**California State University Bargaining Proposals**

**Article 2 – Appointments, Posting and Notification**

- Review and amend contractual provisions related to appointments, posting, and notification.

**Article 3 – Benefits**

- Review and amend contractual provisions related to employee benefits.

**Article 5 – Concerted Activities**

- Review and amend contractual provisions related to prohibited activities and clarify rights and responsibilities in the event of concerted activities.

**Article 5 – Discipline**

- Review and amend contractual provisions related to discipline procedure and retention.

**Article 18 – Salary**

- Review and amend contractual provisions related to salary.

**Article 20 – Sick Leave**

- Review and amend contractual provisions related to sick leave.

**Article 22 – Training**

- Review and amend contractual provisions related to training.

**Article 23 – Union Access**

- Review and amend contractual provisions related to employee data.

**Article 24 – Union Security**

- Review and amend contractual provisions related to dues deduction process to reflect current procedures.

**Article 26 – Workload**

- Review and amend contractual provisions related to workload.

**Article 27 – Duration**

- 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 to, modify, or delete proposals for any/all Articles during the course of negotiations, in accordance with applicable laws.**



## UAW 4123 2025 Initial Bargaining Demands

### In order to create economic justice, we demand:

- **Higher compensation** for all Academic Student Workers that is fair and livable so that we can afford the continuing increases in cost of living, not face food and housing insecurity, and graduate from our programs without oppressive debt levels.
- Academic Student Worker positions with **predictable income** and clear communication about pay, working conditions, and job expectations.
- **No third-party companies** (such as outside tutoring services) be used to replace work otherwise provided by Academic Student Workers. Protections from Artificial Intelligence technology implemented at the expense of Academic Student Worker positions.

### To improve work-life balance, we demand:

- **Expanded Sick & Safe Days** for all Academic Student Workers.
- **Improved Support to take care of self and family**, including Paid Family Leave, Personal Time Off, and child care support.
- **Priority registration** to balance work and class schedules and graduate in a timely manner.
- Codify & improve processes to **meet the access needs of disabled Academic Student Workers**. Provide better communication to workers about disability rights and **ensure participation of disabled Academic Student Workers** in decision-making spaces on access needs on campus.

### To ensure CSU worker equity, we demand:

- Access to **discounted employee parking** for all Academic Student Workers to alleviate the financial burden of commuting..
- That CSU commits to sustainability and environmental justice by providing Academic Student Workers with **free transit passes**.
- Full **tuition and fee waivers** for all Academic Student Workers.
- Access to **employee discounts** at campus bookstores and vendors, just as other university employees receive.

## **Attachment B**

CB – Agenda Item 3

May 19-21, 2025

Page 2 of 2

- Access to **employer-provided health care** and guarantees that gender-affirming care is included in coverage.

### **To promote both worker and human rights, we demand:**

- The **waiver of Nonresident Tuition** for International Academic Student Workers.
- That the CSU ensures that **our campuses are sanctuary spaces** where campus community members do not have to work and learn in fear because of their immigration status.
- The strengthening of Academic Student Workers' and the union's ability to enforce their rights and guarantee that each Academic Student Worker receives a union orientation on paid time.
- The CSU's actions, investment portfolios, and investment policies **shall not hold any direct investments in weapons manufacturing** and companies that consistently, knowingly, and directly facilitate or enable violations of international law and human rights.
- A **safe work environment** free from discrimination, harassment, bullying, excessive workloads, and academic retaliation and provide access to paid peer-led training for Academic Student Workers

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