

## LABOR & EMPLOYEE RELATIONS

### COLLECTIVE BARGAINING UPDATE

February 10, 2020



#### STATEWIDE UNIVERSITY POLICE ASSOCIATION – SUPA

Factfinding took place on October 14 and 15. Factfinding is a part of the bargaining process under Higher Education Employer-Employee Relations Act (HEERA). Once the parties have reached a point in negotiations where an agreement is not possible, they attempt to mediate, then the Public Employment Relations Board may certify the parties to factfinding. In factfinding, a neutral and two panel members examine the facts and issue a report. That report contains recommendations for settlement of the dispute, and there is a ten-day “cooling off” period for the parties to consider the report after it is issued before it can be made public. We expect the factfinding report sometime this month. Once the report becomes public, the CSU can either maintain status quo, or implement terms and conditions of employment “reasonably contemplated” by the parties during negotiations.

#### What Campuses Need To Know During This Time

The parties agreed to extend the SUPA contract until one of the following events occurs:

1. The parties reach agreement prior to the factfinding report becoming public. If that is the case, then the extension will be in place until implementation of that agreement.
2. Ten days after the fact-finding report is issued, if there is no agreement by this date.

Because it will change how we administer the agreement, we know it is crucial we let our campus partners know as soon as either of these events occurs – either the issuing of the fact-finding report, or the parties reaching agreement. We will keep you posted when we have news.

While in the extension period, campuses should still be honoring the collective bargaining agreement. This includes the following items that would usually not be honored after the expiration of an agreement:

- Sections 13.17 / 13.18 - Compensatory Time Off
- Section 21.18 - Shift Differential
- Section 21.30 - Experience Step Increase
- Article 7 - Grievance Procedure

If the parties cannot reach agreement, and the short extension period comes to an end, these provisions will not be honored in the same way. We will provide you more specific instructions at that time.

*Again, these items are not being imposed, they simply change as a result of the expiration.*

Updates will be posted as we move forward. If you have any questions about this, please contact Steve James or Julie Doi at Systemwide Labor Relations.

#### TEAMSTERS LOCAL 2010

There have been four sessions consisting of seven days total of bargaining with the Teamsters. Both parties passed initial proposals on November 5 and 6. Our next scheduled meetings will be February 27 and 28.

## **CALIFORNIA STATE UNIVERSITY EMPLOYEES UNION – CSUEU**

The CSU and CSUEU sunshined proposals on January 28. The first bargaining session between the parties is scheduled for February 18, 19, and 20.

On January 29, Vice Chancellor Evelyn Nazario and the CSU bargaining team had a meeting with the CSUEU bargaining team to discuss the possibility of using an interest-based approach for the upcoming bargaining negotiations. Interest-based bargaining is a problem-solving approach focusing on the parties' underlying interests rather than bargaining positions. During that meeting, Chancellor Timothy White joined the discussion to express his support of the interest-based approach.

CSUEU has since agreed to participate in interest-based bargaining. To begin, the parties are scheduling a training so both sides are prepared to bargain using this approach.

## **CALIFORNIA FACULTY ASSOCIATION – CFA**

The CSU and CFA sunshined proposals on January 28. The first bargaining session between the parties is scheduled for March 5 and 6. CSU has extended the same offer to CFA regarding interest-based bargaining that was offered to CSUEU. We are waiting for the response from CFA.

## **SYSTEMWIDE SECURITY CAMERA POLICY**

The parties have been certified for factfinding with CSUEU on the systemwide security camera policy. Factfinding is scheduled for April 15 and 16.