

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

Between

The Board of Trustees

Of

The California State University

And

California State University Employees Union

January 2017

Bargaining Units 2, 5, 7, 9

2017 Successor Agreement Negotiations

California State University Bargaining Proposals

ARTICLE 2 – Definitions

- Review existing contractual definitions against campus operational needs.
- Update definitions to reflect any substantive changes elsewhere in the Agreement.

ARTICLE 5 – Union Rights

- Review and amend as appropriate current procedures in relation to the provision of information to the union; contractual provisions relating to union leave; and the provision of resources for union business.

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ARTICLE 7 – Grievance Procedure

- The CSU will make proposals to amend grievance procedure to increase efficiency and effectiveness.

ARTICLE 8 – Complaint Procedure

- The CSU will make proposals to amend grievance procedure to increase efficiency and effectiveness.

ARTICLE 9- Employee Status

- Review and amend as appropriate current contractual provisions in relation to the posting of vacant positions; the recruitment and filling of positions within the bargaining units; the types of appointment within the bargaining units; procedures for employees rejected during probation; and provisions relating to the grant of permanent status in the bargaining units by the president.

ARTICLE 10 – Employee Performance

- The CSU will make proposals to amend the employee performance evaluation process.

ARTICLE 11– Personnel File

- The CSU will make proposals in relation to the content of, and access to, employee personnel files.

ARTICLE 12 – Corrective Action

- Review and amend as appropriate current contractual provisions in relation to the provision of reprimands.

ARTICLE 14 – Vacations and Holidays

- Review and amend as appropriate current contractual provisions in relation to the use of accrued employee vacation.

ARTICLE 15 –Leaves of Absence with Pay

- Review and amend as appropriate current contractual provisions in relation to use and reporting of employee leaves with pay.

ARTICLE 16 –Leaves of Absence without Pay

- Review and amend as appropriate current contractual provisions in relation to use and reporting of employee leaves without pay.

ARTICLE 17 –Assignment/Reassignment

- Review and amend as appropriate current contractual provisions in relation to permanent and temporary employee assignments and reassignments.
- Review and amend as appropriate current contractual provisions in relation to creation of new bargaining unit classifications.

ARTICLE 18- Hours of Work

- Review and amend as appropriate current contractual provisions in relation to establishing and assigning work schedules for exempt and non-exempt employees consistent with prevailing law and campus operational needs.
- Review and amend as appropriate current contractual provisions in relation to use of meal periods and clean-up time.

ARTICLE 19 - Overtime

- Review and amend as appropriate current contractual provisions in relation to use of overtime and Compensatory Time Off consistent with prevailing law and campus operational needs.

ARTICLE 20- Salary

- The CSU will make proposals to amend the salary Article, including but not limited to employee salary rates and in-range progressions procedures.

ARTICLE 21- Benefits

- The CSU will make proposals in relation to employee benefits.

ARTICLE 24- Layoff

- Review and amend as appropriate current contractual provisions in relation to layoff.

ARTICLE 25- Non-Discrimination

- Review and amend as appropriate current contractual provisions in relation to non-discrimination so as to be consistent with CSU Executive Order processes and prevailing law.

ARTICLE 26- Cruise Employees

- Review and amend as appropriate current contractual provisions in relation to cruise employees consistent with campus operational needs.

ARTICLE 28 – Family and Medical Leave and Pregnancy Disability Leave

- Review and amend as appropriate current contractual provisions in relation to use and reporting of employee leaves consistent with campus operational needs and prevailing law.

ARTICLE 29 – Duration and Implementation

- The CSU will make proposals on the duration of any successor Agreement.

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.