

**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.