

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

Between

The Board of Trustees

Of

The California State University

And

Bargaining Unit 10

**International Union of Operating Engineers,
Stationary Engineers, Local 39**

March 2024

Bargaining Unit 10
2024 Successor Agreement Negotiations
California State University Bargaining Proposals

ARTICLE 1 – Recognition

- Review and propose amendments relating to classifications as appropriate.

ARTICLE 2 – Definitions

- Update definitions to reflect any substantive changes elsewhere in the Agreement.

ARTICLE 7 – Concerted Activities

- Review and propose amendments relating to prohibited activities as appropriate.

ARTICLE 8 – Non-Discrimination

- Review current language in light of operative and evolving law and any applicable recommendations from the Cozen O’Conner assessment and the California State Auditor’s report.

ARTICLE 9 – Grievance Procedure

- Review and propose amendments relating to the grievance procedure to increase efficiency and effectiveness.

ARTICLE 12 – Overtime

- Review and propose amendments relating to overtime and call-back provisions as appropriate.

ARTICLE 13 – Holidays

- Review and propose amendments relating to holidays as appropriate.

ARTICLE 15 – Leaves of Absence with Pay

- Review and propose amendments relating to leaves of absence with pay as appropriate.

ARTICLE 16 – Leaves of Absence without Pay

- Review and propose amendments relating to leaves of absence without pay as appropriate.

ARTICLE 17 – Appointment

- Review and propose amendments relating to appointments as appropriate.

ARTICLE 20 – Personnel Files

- Review and propose amendments relating to retention of documents related to disciplinary action as appropriate.

ARTICLE 21 – Employee Rights

- Review and propose amendments relating to employees’ rights and responsibilities as appropriate.

Article 22 – Assignment/Reassignment

- Review and propose amendments relating to assignment and reassignment as appropriate.

ARTICLE 24 – Salary

- The CSU will make proposals to amend the salary provisions.

ARTICLE 25 – Benefits

- Review and propose amendments relating to employee benefits as appropriate.

ARTICLE 30 – Layoff

- Review and propose amendments relating to notice requirements as appropriate.

ARTICLE 31 – Duration and Implementation

- The CSU will make proposals on the duration of the 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 for any/all Articles during the course of negotiations, in accordance with applicable laws.