



CSUEU's Unit 15 Sunshine Proposal

CSUEU-CSU 2024 First Contract Bargaining

Pursuant to HEERA, CSUEU presents this initial proposal to open the bargaining. CSUEU reserves the right to add to, modify or delete these proposals and to introduce new proposals during the course of negotiations. CSUEU will be making proposals on the following topics.

The following video presentation is a part of our proposal and is incorporated by reference:

<https://youtu.be/WJy4hKS3NhM>

- 1. Student workers are demanding higher wages that reflect the value of their work and the cost of living, ensuring they are fairly compensated for their contributions and can better achieve financial stability while pursuing their educational goals.**

CSU Student Workers have expressed profound dissatisfaction with their current wage levels, which they find insufficient to meet their basic needs and expenses. The struggle to make ends meet on these wages adds stress and financial instability to their lives, making it difficult to focus on their studies or career development.

- 2. Our members are demanding an end to unpaid labor and that they be paid for every hour worked.**

A significant number of our members have reported that they have worked for no pay at the request of their supervisor. Many do not feel comfortable saying no to such requests, given the power imbalances inherent in the any workplace, which are combined with the concerns that the employer in this case is also their education provider.

- 3. We are demanding the implementation of a comprehensive sick pay policy that ensures they are financially supported when they need to take time off due to illness, recognizing the importance of health and well-being in maintaining a productive and balanced life.**

CSU Student Workers have raised concerns about the lack of sick pay. Many find themselves in situations where they are unable to take time off due to illness without facing financial repercussions, creating a difficult choice between their health and financial stability.

- 4. Our members are demanding the introduction of holiday pay to ensure that they are compensated fairly for their losses during campus holidays.**

Our members have no holiday pay to cover them for campus holidays when they lose work hours through no fault of their own. This can lead to a significant loss of income during holiday weeks.

- 5. Unit 15 workers are demanding a reduction or elimination of parking fees to ensure that everyone has equal access to work without facing financial hardships.**

Student Workers are operating under the financial burden of onerous parking fees. Many members have expressed that these costs add a significant strain on their monthly budgets.



- 6. Student workers are demanding that CSU follow all State labor protections, including health and safety regulations, paid training hours, overtime and paid travel time.**
- 7. We will be making proposals that will cover the basic human needs of our members, including meal plan and housing support.**
- 8. Student workers will be making proposals to reform schedules and hours.**
- 9. In addition to the above, the Union will be making proposals on the following:**
 - a. A Recognition Clause confirming our status as exclusive representative
 - b. The Preservation of Existing Standards
 - c. No Strike/Lockout
 - d. Prohibition Against Discrimination
 - e. Written Authorization, Dues, Union Security, Check off, Maintenance of Check off
 - f. E-Mail and Online Communications (Union Access)
 - g. Orientation Access and Member Lists
 - h. PAC/COPE Checkoff
 - i. Any Release of Bargaining Unit Members' Information to Third Party Organizations
 - j. Release Time
 - k. Grievance Procedure
 - l. Work Uniforms
 - m. Separability
 - n. Termination and Renewal