The California State University’s
Initial Collective Bargaining
Proposals

Between

The Board of Trustees
Of
The California State University
And
Bargaining Unit 15 (Student Assistants)
California State University Employees Union

May 2024
In accordance with the Higher Education Employer-Employee Relations Act, the California State University (CSU) hereby provides notice of its intent to make initial proposals on the following matters within the scope of representation:

**Recognition:** The CSU intends to propose a description of the bargaining unit as set forth in the Public Employment Relations Board’s March 5, 2024 Certification of Representation.

**Definitions:** The CSU intends to propose contractual definitions to apply to common terms throughout the agreement.

**Management Rights:** The CSU intends to propose contractual provisions detailing the rights and responsibilities that remain vested with the California State University.

**Appointment Notification:** The CSU intends to propose a process for notification of appointment to a student assistant position.

**Discipline:** The CSU intends to propose a process for issuing discipline.

**Employment Evaluation:** The CSU intends to propose contractual provisions for providing performance reviews.

**Leaves of Absence:** The CSU intends to propose contractual provisions setting forth the types of leaves available.

**Non-Discrimination:** The CSU intends to propose a statement of non-discrimination.

**Pay:** The CSU intends to propose contractual provisions related to employee pay.
**Hours of Work:** The CSU intends to propose contractual provisions related to work schedules.

**Concerted Activities:** The CSU intends to propose contractual provisions prohibiting the union and union-represented employees from calling for, participating in, or condoning certain strike or picketing activity.

**Grievance Procedure:** The CSU intends to propose contractual provisions related to the handling of alleged contractual violations.

**Union Access and Rights:** The CSU intends to propose contract provisions defining union access to campus, employee orientation meetings and student assistant data, as well as the process for union release time.

**Severability:** The CSU intends to propose contractual provisions outlining what would happen if a contract, or parts of a contract, is found to be invalid or unenforceable.

**Effect of Agreement:** The CSU intends to propose a zipper clause.

**Duration:** The CSU intends to propose a contract duration.

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.