

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

Between

The Board of Trustees

Of

The California State University

And

Teamsters Local 2010

(Bargaining Unit 6)

November 2022

Bargaining Unit 6
2023 Successor Agreement Negotiations
California State University Bargaining Proposals

Article 1 – Recognition

- Review classifications and propose amendments as appropriate.

Article 2 – Definitions

- Review definitions and update in accordance with current practices.

Article 4 – Contracting Out

- Modify provisions to provide operational flexibility and efficiencies in contracting.

Article 7 – Union Rights

- Review and amend provisions regarding union leave and release time.

Article 9 – Grievance Procedure

- Review the existing grievance process and propose amendments consistent with having grievances resolved in a timely manner.

Article 10 – Appointment

- Review and amend current contractual provisions relating to employee appointments.

Article 14 – Corrective Action

- Review and amend current contractual provisions relating to employee reprimands.

Article 15 – Employee Rights

- Review and amend current contractual provisions relating to employee rights and responsibilities.

Article 19 – Leaves of Absence without Pay

- Review and amend current contractual provisions relating to leaves of absence without pay.

Article 22 – Hours of Work

- Modify provisions to increase operational efficiencies and flexibility in work schedules.

Article 23 – Overtime

- Modify provisions to increase operational efficiencies.

Article 24 – Salary

- Propose modifications to the existing salary structure and other changes to current salary programs.

Article 25 – Benefits

- Review benefits and propose amendments as appropriate.

Article 28 – Health & Safety

- Review and amend current contractual provisions relating to employee health and safety.

Article 30 – Layoff

- Provide clarity to existing provisions regarding work notice requirements allowing for easier implementation and a better understanding of rights and requirements.

Article 32 – Duration and Implementation

- Propose modifications to the duration of any 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 to, modify, or delete proposals for any/all Articles during the course of negotiations, in accordance with applicable laws.