



TEAMSTERS LOCAL 2010

An Affiliate of the International Brotherhood of Teamsters

Jason Rabinowitz

Secretary Treasurer and Principal Officer

September 4, 2019

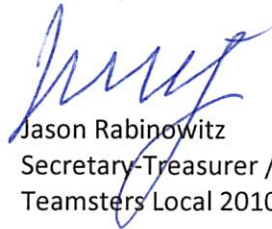
Steve James
CSU Office of the Chancellor
401 Golden Shore
Long Beach, CA

Title: Initial Sunshine Proposals for Teamsters Local 2010-Represented Unit 6 Employees

Dear Mr. James,

Below you will find Teamsters Local 2010's initial proposals for successor contract bargaining for Bargaining Unit 6. These proposals are made in accordance with California Government Code §3595 and Article 32 of the current Collective Bargaining Agreement (CBA) between the parties. These proposals shall commence negotiations for a successor agreement to the current CBA expiring June 30, 2020. Teamsters Local 2010 reserves the right to make additions to, modify, or delete these proposals and to introduce new proposals during negotiations.

Sincerely,



Jason Rabinowitz
Secretary-Treasurer / Principal Officer
Teamsters Local 2010

**Teamsters Local 2010's Initial Proposals for Unit 6 Successor Contract Negotiations
September 4, 2019**

Article 1 - Recognition

- Teamsters Local 2010 will propose updates to the list of recognized bargaining unit classes.
- Teamsters Local 2010 will propose a change to the process for reviewing recognized bargaining unit classes.

Article 2 - Definitions

- Teamsters Local 2010 will propose additional definitions of terms where relevant to the CBA.

Article 4 - Contracting Out

- Teamsters Local 2010 will propose language changes to ensure fairer processes around contracting out and other privatization of CSU facilities that undermine the bargaining unit and its work as recognized under the CBA.

Article 6 - Non-Discrimination

- Teamsters Local 2010 will propose amendments to ensure a fair process to address instances of workplace discrimination.
- Teamsters Local 2010 will propose new language to ensure fair and respectful treatment in the workplace.

Article 7 - Union Rights

- Teamsters Local 2010 will propose language to ensure that Unit 6 members' rights to engage in union activity is adequately protected.

Article 8 - Concerted Activities

- Teamsters Local 2010 will propose changes to clarify the language around concerted activities.

Article 9 – Grievance Procedure

- Teamsters Local 2010 will propose changes and improvements to the grievance procedure to provide for fair and efficient resolution of disputes.

Article 10 - Appointment

- Teamsters Local 2010 will propose modifications to address the use of temporary employees.
- Teamsters Local 2010 will propose modifications to the interview and hiring process.

Article 11 - Probationary Period

- Teamsters Local 2010 will propose language to ensure that employees serve reasonable probationary periods.

Article 12 - Evaluation

- Teamsters Local 2010 will propose changes to existing language to ensure a fair evaluation process.

Article 13 - Personnel File

- Teamsters Local 2010 will propose changes to bring Article in line with proposed changes in Article 14.

Article 14 - Corrective Action

- Teamsters Local 2010 will propose amendments to provisions on letters of reprimand and retention of these records.
- Teamsters Local 2010 will propose clarifying existing language on discipline.

Article 15 - Employee Rights

- Teamsters Local 2010 will propose making current language clear with regards to our members' access to Union representation and protections under existing law.

Article 16 - Vacation

- Teamsters Local 2010 will propose amendments to better reflect our members' years of service.
- Teamsters Local 2010 will propose new language around emergency vacation.

Article 18 - Leaves of Absence With Pay

- Teamsters Local 2010 will propose allowing our members to use their accrued time as needed.
- Teamsters Local 2010 will propose establishing a clear definition for reporting under this Article.

Article 20 - Assignment-Reassignment

- Teamsters Local 2010 will propose changes to assignments/reassignments and to protect Bargaining Unit 6 work.

Article 22- Hours of Work

- Teamsters Local 2010 will propose modifying the shift schedules.
- Teamsters Local 2010 will propose a fair and reasonable process for the assignment of alternate work schedules.
- Teamsters Local 2010 will propose changes in the use of voluntary training time.

Article 23 - Overtime

- Teamsters Local 2010 will propose changes to overtime premium pay and expenses for Unit 6 employees.

Article 24 - Salary

- Teamsters Local 2010 will propose fair compensation for the critical work our members do to ensure health, safety, and continued operations at the CSU.

Article 25 - Benefits

- Teamsters Local 2010 will propose language to enhance access to and quality of member benefits.

Article 26 - Apprenticeship Programs

- Teamsters Local 2010 will propose new language to provide a path for apprentices to earn career positions at the CSU upon completion of their program.

Article 28 - Health & Safety

- Teamsters Local 2010 will propose expanding the ability of Unit 6 employees to attend health and safety trainings.
- Teamsters Local 2010 will propose new language on personal protective equipment.

Article 32 - Duration and Implementation

- Teamsters Local 2010's proposal will be forthcoming.

Appendices and Side Letters

- Will review and update appendices/side letters where appropriate.