

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

Between

**The Board of Trustees
Of**

The California State University

And

**The Statewide University Police Association
(Unit 8)**

Unit 8

2018 Successor Agreement Negotiations

California State University Bargaining Proposals

ARTICLE 2 – Definitions

The University will propose amendments to the existing definitions with the purpose of improving operational effectiveness.

ARTICLE 5 – Association Rights

The University will propose amendments to the existing article to improve operational effectiveness and to promote efficiency and fairness.

ARTICLE 9 – Citizen’s Complaint

The University will propose amendments to the existing article to promote efficiency and fairness.

ARTICLE 11 – Probationary Period

The University will propose amendments to the existing article to improve operational effectiveness and to promote officer safety.

ARTICLE 13 – Hours of Work, Overtime and Scheduling

The University will propose amendments to the existing article to improve operational effectiveness and to promote efficiency and fairness while keeping campuses safe and secure.

ARTICLE 17 –Benefits

The University will make proposals in relation to employee benefits.

ARTICLE 18 – Vacation

The University will propose amendments to the existing article to improve operational effectiveness and to promote efficiency and fairness.

ARTICLE 21 – Salary

The University will make proposals on salary.

ARTICLE 22 – Leaves of Absence with Pay

The University will propose amendments to the existing article to improve operational effectiveness and to promote efficiency and fairness.

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.