



February 25, 2022

Via Email Only: cchechel@calstate.edu

Ms. Christina Checel
Associate Vice Chancellor, Labor & Employee Relations
The California State University
401 Golden Shore, 4th Floor
Long Beach, California 90802-4210

Re: APC's Sunshine Proposals

Dear Ms. Checel:

In this letter you will find APC's "sunshine proposals" as required by HEERA. Please understand these proposals were derived from those issues our bargaining unit members identified as important.

As you review this letter it is important to know the general descriptions provided are an overview of the Union's position on each enumerated article. This list does not demonstrate any proposal's priority or a definitive list of Articles APC may open during bargaining. Instead, these concepts should be viewed as a means of framing a process in which the Parties work collaboratively to improve the working conditions of all of APC's bargaining unit employees.

APC hereby proposes modifications to the current collective bargaining agreement in the following areas:

- Article 13, Appointment
 - Ensure the use of the appropriate classification standards.
 - Include appropriate employee representation on hiring committees.
 - Allow for qualified employees to be interviewed for open positions.
 - Grant hiring preference to current employees.
 - Affirm the right of employees to transfer accrued vacation when moving to another campus.
 - Provide a meaningful mechanism to address classification issues.

- Article 14, Probation and Permanency
 - Affirm the President's right to reduce employee probationary periods.
- Article 16, Professional Development
 - Address issues with the application fee.
 - Seek equity for employees pursuing doctoral degrees.
- Article 17, Assignment/Reassignment
 - Provide a minimum notice requirement for reassignments.
 - Clarify when and where employees can be reassigned.
- Article 18, Evaluation
 - Clarify the information to be used during the evaluation process.
- Article 20 Leaves of Absence with Pay
 - Modify definition of those considered immediate family for the administration bereavement leave.
- Article 23, Salary
 - Provide for General Salary Increases in each year of the contract.
 - Ensure pay equity for periods when salaries were stagnant.
 - Provide a for Service Salary Increases for eligible bargaining unit employees.
 - Provide salary increases for employees designated as a "Lead"
 - Update the duration of the various bonus programs.
 - Continue the transfer of Merit Bonus monies into the Budget Shortfall Mitigation Bonus (BSM).
 - Clarify the eligibility date for the Budget Shortfall Mitigation Bonus (BSM).
 - Provide a meaningful mechanism to address In-Range Progression (IRP) issues and ensure a minimum percentage increase for those receiving an IRP.
- Article 26, Vacation
 - Increase vacation accrual rates.
 - Clarify the vacation approval process.

- Article 28, Hours of Work
 - Clarify working hours while travelling on University business.
 - Clarify what constitutes complex timekeeping records.

- Article 32, Work Environment
 - Require a timely response to employees who raise workplace health and safety issues.
 - Ensure parking rate increases are implemented in a fair and consistent manner.

- Article 34, Duration
 - This proposal is designed to complement the Union's salary proposal.

We look forward to receiving the University's proposals and to beginning what we hope will be a collegial and productive experience.

Very truly yours,

Lee O. Norris

Lee O. Norris,
Labor Relations Manager

cc: APC Bargaining Team
Joseph Jelincic
Steve James