

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

Between

The Board of Trustees

Of

The California State University

And

Academic Professionals of California

(Bargaining Unit 4)

March 2022

Bargaining Unit 4
2022 Successor Agreement Negotiations
California State University Bargaining Proposals

ARTICLE 2 – Definitions

- Update definitions to reflect any substantive changes elsewhere in the Agreement.

ARTICLE 8 – Union Rights

- Amend as appropriate to incorporate AB 119 requirements into the Agreement.

ARTICLE 13 – Appointment

- Amend as appropriate current contractual provisions in relation to appointment.

ARTICLE 14 – Probation and Permanency

- Amend as appropriate current contractual provisions in relation to probation and permanency.

ARTICLE 17 – Assignment/Reassignment

- Amend as appropriate current contractual provisions in relation to assignments and reassignments to promote efficiency and meet campus operational needs.

ARTICLE 19 – Sick Leave

- Amend as appropriate current contractual provisions in relation to catastrophic leave.

ARTICLE 21 – Non-Discrimination

- Ensure consistency with CSU Executive Order processes and prevailing

law.

ARTICLE 22 – Leaves of Absence without Pay

- Amend as appropriate current contractual provisions in relation to use of leaves without pay, including conformance with the law.

ARTICLE 23 – Salary

- The CSU will make proposals to amend the salary Article.

ARTICLE 32 – Work Environment

- The CSU will make proposals in relation to employee work environment, including but not limited to increases in parking rates.

ARTICLE 33 – Layoff

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

ARTICLE 34 – Duration

- The CSU will make proposals on the duration of a 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, modify, or delete proposals during negotiations, in accordance with applicable laws.