

## AGENDA

### COMMITTEE ON COLLECTIVE BARGAINING

**Meeting: 8:00 a.m., Tuesday, July 21, 2015**  
**Munitz Conference Room—Closed Session**  
**Government Code §35969(d)**

**11:30 a.m., Tuesday, July 21, 2015**  
**Dumke Auditorium—Open Session**

Adam Day, Chair  
Lupe Garcia, Vice Chair  
Lillian Kimbell  
Hugo N. Morales

#### **Open Session—Dumke Auditorium**

##### **Consent Item**

Approval of the Minutes of the Meeting of May 19, 2015

##### **Discussion Items**

1. Adoption of Initial Proposals for Re-Opener Contract Negotiations with Bargaining Unit 13, The California State University Employees Union SEIU Local 2579 (English Language Program at California State University, Los Angeles), *Action*
2. Adoption of Initial Proposals for First Contract Negotiations with Bargaining Unit 14, The California State University Employees Union SEIU Local 2579 (English Language Program at California State University, Monterey Bay), *Action*

**MINUTES OF MEETING OF  
COMMITTEE ON COLLECTIVE BARGAINING**

**Trustees of The California State University  
Office of the Chancellor  
Glenn S. Dumke Conference Center  
401 Golden Shore  
Long Beach, California**

**May 19, 2015**

**Members Present**

Debra S. Farar, Chair  
Rebecca D. Eisen  
Lupe C. Garcia  
Hugo N. Morales  
Timothy P. White, Chancellor  
Lou Monville, Chair of the Board

Chair Farar called the Committee on Collective Bargaining to order.

**Approval of Minutes**

The minutes of the March 24, 2015 meeting were approved as submitted.

**Adoption of One Initial Proposal**

Vice Chancellor Lori Lamb presented the action item to the Committee.

**Public Speakers**

The Committee heard from the following public speakers:

California State University Employees Union (CSUEU) Pat Gantt, president, Chico, read a CSUEU resolution in support of a systemwide policy on abusive conduct. Mike Geck, vice president, Organizing, San Marcos, Loretta Seva'aetasi, vice president, Finance, San Francisco, and Rocky Sanchez, vice chair Bargaining Unit 7, Pomona, spoke in favor of a systemwide policy on abusive conduct. Tessa Reese, chair, Bargaining Unit 2, San Diego, discussed the need for collaboration in the development of an abusive conduct policy. Mike Chavez, chair, Bargaining Unit 5, Stanislaus, commended campus presidents for their efforts in bringing custodial positions in house. Susan Smith, vice chair, Bargaining Unit 9, Fullerton, spoke about in-range progression concerns.

California Faculty Association (CFA) Lillian Taiz, president, spoke about the upcoming round of collective bargaining and the need to invest in the faculty. Jennifer Eagan, associate vice

president-North, East Bay and the incoming president of CFA spoke of the dedication of the faculty and the need for proper faculty salaries. Laura Hasbun, a student at California State Polytechnic University, Pomona, supported faculty pay increases. Sharon Elise, faculty member, California State University, San Marcos, spoke of the altruism of the faculty and the importance of lecturers.

Kevin Wehr, legislative chair, Sacramento, CFA Political Action, spoke about inversion and compression and campus equity programs.

### **Action Item**

The committee then unanimously approved the following action item:

1. Adoption of Initial Proposals for Re-Opener Contract Negotiations with Bargaining Unit 3, California Faculty Association (CFA)

The committee meeting was then adjourned.

**COMMITTEE ON COLLECTIVE BARGAINING**

**Adoption of Initial Proposals for Re-Opener Contract Negotiations with Bargaining Unit 13, The California State University Employees Union SEIU Local 2579 (English Language Program at California State University, Los Angeles)**

**Presentation By**

Lori Lamb  
Vice Chancellor for Human Resources

**Summary**

The adoption of initial proposals for re-opener contract negotiations with Bargaining Unit 13, The California State University Employees Union SEIU Local 2579 (English Language Program at California State University, Los Angeles) will be presented to the Board of Trustees. The initial proposals are attached for review.

**Recommended Action**

The following resolution is recommended for adoption:

**RESOLVED**, by the Board of Trustees of the California State University, that the initial proposals for re-opener contract negotiations with Bargaining Unit 13, The California State University Employees Union SEIU Local 2579 (English Language Program at California State University, Los Angeles) are hereby adopted.

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

**Between**

**The Board of Trustees**

**Of**

**The California State University**

**And**

**The California State University Employees Union  
SEIU Local 2579**

**(Unit 13)**

ATTACHMENT A  
Col Barg – Item 1  
July 21, 2015  
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**ARTICLE 16 - Benefits**

The University will propose to maintain status quo on all provisions of this article.



June 5, 2015

VIA EMAIL AND US MAIL

John Swarbrick, Associate Vice Chancellor  
Labor Relations  
Office of the Chancellor  
California State University  
401 Golden Shore  
Long Beach, CA 90802-4210

Re: Sunshine Proposals for Unit 13 Contract Reopener

Dear Mr. Swarbrick:

Pursuant to Article 24.3 of the 2013-2016 Agreement (as amended November 10, 2014) between the California State University Employees Union, Local 2579, Service Employees International Union (CSUEU) and the Trustees of the California State University (CSU), and to advance the interests of CSUEU-represented employees in Bargaining Unit 13, CSUEU submits this sunshine proposal for bargaining an agreement:

**Article 16: Benefits**

- The Union will propose to decrease the employee contribution to health benefits and to extend benefits to Term ELP instructors.

Please contact me to arrange the bargaining schedule. I may be reached at (916) 319-4800, ext. 103 or by e-mail at nyamada@csueu.org.

Sincerely,

A handwritten signature in blue ink, appearing to read 'Nancy T. Yamada', is written over a light blue circular stamp.

NANCY T. YAMADA  
Attorney

cc: Pat Gantt, CSUEU President  
Alisandra Brewer, CSUEU Vice President of Representation  
Lori Lamb, Vice Chancellor, Human Resources, CSU

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**COMMITTEE ON COLLECTIVE BARGAINING**

**Adoption of Initial Proposals for First Contract Negotiations with Bargaining Unit 14, The California State University Employees Union SEIU Local 2579 (English Language Program at California State University, Monterey Bay)**

**Presentation By**

Lori Lamb  
Vice Chancellor for Human Resources

**Summary**

The adoption of initial proposals for first contract negotiations with Bargaining Unit 14, The California State University Employees Union SEIU Local 2579 (English Language Program at California State University, Monterey Bay) will be presented to the Board of Trustees. The initial proposals are attached for review.

**Recommended Action**

The following resolution is recommended for adoption:

**RESOLVED**, by the Board of Trustees of the California State University, that the initial proposals for first contract negotiations with Bargaining Unit 14, The California State University Employees Union SEIU Local 2579 (English Language Program at California State University, Monterey Bay) are hereby adopted.



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

**Between**

**The Board of Trustees**

**Of**

**The California State University**

**And**

**The California State University Employees Union  
SEIU Local 2579**

**(Unit 14)**

### **Recognition**

The University will propose classifications to be included in this unit.

### **Management Rights**

The University will propose a statement of management rights to ensure the effective operation of the program.

### **Effect of Agreement**

The University will propose statements as to the effect of the agreement and a savings clause.

### **Concerted Activities**

The University will propose a statement of prohibited concerted activities to prevent interference with the operations of the program.

### **Grievance Procedure**

The University will propose a procedure for resolving disputes regarding allegations by bargaining unit employees and/or the Union that the CSU has violated the agreement.

### **Employee Status**

The University will propose a procedure for appointment to a classification within the bargaining unit to meet programmatic needs and a procedure for studying the development of new or revised classifications in the bargaining unit.

### **Performance Evaluations**

The University will propose a procedure for evaluating bargaining unit employees to ensure the success of students in the program.

### **Personnel Files**

The University will propose a procedure for employee access to his/her personnel file, a statement of the manner in which employee personnel files will be used to make employment decisions, and a procedure for requesting correction to his/her personnel file.

### **Corrective Action**

The University will propose procedures for issuing reprimands and criteria and procedures for the temporary suspension with pay of an employee.

### **Resignations**

The University will propose criteria and a procedure for the automatic resignation of an employee to prevent disruption to the program.

### **Holidays and Leaves of Absence with Pay**

The University will propose paid holidays and paid leave for jury duty, leave to vote, court appearances in the interest of the CSU, military service, and bereavement/funeral and a procedure for reporting absences.

### **Leaves of Absence without Pay**

The University will propose criteria and procedures for requesting a leave of absence without pay.

### **Salary and Schedule**

The University will propose teaching schedules, compensation, and assignment responsibilities to meet programmatic needs.

### **Benefits**

The University will propose benefits for which members of this bargaining unit are eligible.

### **Professional Development**

The University will propose criteria and procedures for the reimbursement of professional development to enhance the program.

### **Health and Safety**

The University will propose procedures and policies for the protection of the health and safety of employees.

### **Non-Discrimination**

The University will propose a statement of non-discrimination and procedures for filing a complaint alleging discrimination and for filing a disclosure of improper governmental activity.

### **Family and Medical Leave and Pregnancy Disability Leave**

The University will propose criteria and procedures for family and medical leave and for pregnancy disability leave.

### **Instructional Materials, Services and Support**

The University will propose the types of materials, services, and support that will be provided to employees to perform their instructional duties.

### **Layoff**

The University will propose a procedure for layoffs and reemployment rights.

### **Duration and Implementation**

To be developed in bargaining.

**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.**



June 5, 2015

**VIA EMAIL AND US MAIL**

John Swarbrick, Associate Vice Chancellor  
Labor Relations  
Office of the Chancellor  
California State University  
401 Golden Shore  
Long Beach, CA 90802-4210


Re: Sunshine Proposals for Unit 14 Contract Negotiations

Dear Mr. Swarbrick:

Pursuant to Government Code section 3595 and as the exclusive representative of employees in Bargaining Unit 14, the California State University Employees Union, Local 2579, Service Employees International Union (CSUEU) submits the attached sunshine proposal for bargaining the first agreement for Unit 14.

Please contact me to arrange the bargaining schedule. I may be reached at (916) 319-4800, ext. 103 or by e-mail at [nyamada@csueu.org](mailto:nyamada@csueu.org).

Sincerely,



NANCY T. YAMADA  
Attorney

Enclosure as stated.

cc: Pat Gantt, CSUEU President  
Alisandra Brewer, CSUEU Vice President of Representation  
Lori Lamb, Vice Chancellor, Human Resources, CSU

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**CSUEU/SEIU Local 2579 Sunshine Collective Bargaining Proposals  
For the Collective Bargaining Agreement between  
Unit 14 – ESL Instructors and  
The Board of Trustees of the California State University  
June 5, 2015**

Pursuant to Government Code section 3595 and as the exclusive representative of employees in Bargaining Unit 14, the California State University Employees Union, Local 2579, Service Employees International Union (CSUEU or Union) submits the following initial bargaining proposals to the California State University (CSU).

The Union reserves the right to make additional proposals at a later date.

**RECOGNITION & UNION RIGHTS:** The Union proposes a statement of exclusive representation and a union security clause. The union also proposes release time for representation and conducting other union business, and the reasonable use of CSU facilities for meetings and communicating to represented employees..

**GRIEVANCE PROCEDURE:** The Union proposes a grievance and arbitration procedure, as well as mediation, to resolve contractual disputes.

**EMPLOYEE STATUS/APPOINTMENTS:** The Union proposes specified criteria for the appointment process.

**PERFORMANCE EVALUATIONS:** The Union proposes a procedure for providing and appealing performance evaluations.

**PERSONNEL FILES:** The Union proposes limitations on the maintenance of personnel files and the ability of employees to access and correct their files.

**CORRECTIVE ACTION:** The Union proposes limitations on and procedures for rebutting reprimands and temporary suspensions.

**HOLIDAYS AND PAID LEAVES:** The Union proposes paid leave for CSU-observed holidays, personal time off, jury duty, administrative hearing and court appearances, voting, military service, bereavement/funeral, family care and disability/illness.

**LEAVES OF ABSENCE WITHOUT PAY:** The Union proposes a procedure for granting unpaid leaves of absence in particular circumstances when paid leave is not available.

**HOURS OF WORK:** The Union proposes defining the hours of work and work schedule for ESL instructors.

**SALARY:** The Union proposes a general salary increase and cost of living adjustments.

**BENEFITS:** The Union proposes extending benefits to ESL instructors, including but not limited to health, dental and retirement plans.

**INSTRUCTIONAL MATERIALS SERVICES AND SUPPORT:** The Union proposes that all bargaining unit employees receive all materials, services and support required to perform their duties.

**PROFESSIONAL DEVELOPMENT:** The Union proposes measures to improve employees' access to relevant and timely professional training.

**HEALTH AND SAFETY:** The Union proposes procedures for providing and maintaining safe and healthful working conditions.

**NON-DISCRIMINATION:** The Union proposes a statement of non-discrimination and procedure for addressing any discrimination.

**LABOR MANAGEMENT COMMITTEES:** The Union proposes a mechanism for forming joint labor-management committees to address issues of mutual interest.

**LAYOFF:** The Union proposes a procedure for layoffs and establishing reemployment rights.

**DURATION AND IMPLEMENTATION:** The Union's proposal for the duration and implementation of the agreement will be based on what is achieved in negotiations, as well as the funding stream and the general economic outlook.