

## AGENDA

### COMMITTEE ON COLLECTIVE BARGAINING

**Meeting: 10:00 a.m., Tuesday, September 24, 2019**  
**Munitz Conference Room—Closed Session**  
**Government Code §3596(d)**

**8:00 a.m., Wednesday, September 25, 2019**  
**Glenn S. Dumke Auditorium —Open Session**

Lateefah Simon, Chair  
Douglas Faigin, Vice Chair  
Debra S. Farar  
Lillian Kimbell  
Jack McGrory  
Christopher Steinhauser  
Peter J. Taylor

#### **Open Session– Glenn S. Dumke Auditorium**

- Consent**
1. Approval of Minutes of the Meeting of July 24, 2019, *Action*
  2. Adoption of Initial Proposals for a Successor Collective Bargaining Agreement with Bargaining Unit 6 (Skilled Crafts), Teamsters Local 2010, *Action*

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

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

**July 24, 2019**

**Members Present**

Lateefah Simon, Chair  
Douglas Faigin, Vice Chair  
Debra S. Farar  
Lillian Kimbell  
Jack McGrory  
Thelma Meléndez de Santa Ana  
Adam Day, Chairman of the Board  
Timothy P. White, Chancellor

Chair Simon called the Committee on Collective Bargaining to order.

**Public Speakers**

The Committee heard from 6 public speakers who spoke on various topics.

**Approval of Minutes**

The minutes of the March 19, 2019 meeting were approved as submitted.

**Presentation of Action Item**

**Ratification of the Successor Collective Bargaining Agreement with Bargaining Unit 14,  
American Language and Culture Program Instructors, CSU Monterey Bay**

Vice Chancellor Evelyn Nazario presented the Successor Collective Bargaining Agreement between the California State University and Bargaining Unit 14, American Language and Culture Program Instructors, CSU Monterey Bay represented by California State University Employees Union (CSUEU) SEIU Local 2579 for ratification.

**Action Item**

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The committee then unanimously approved the following action item:

1. Ratification of the Successor Collective Bargaining Agreement with Bargaining Unit 14, American Language and Culture Program Instructors, CSU Monterey Bay.

Chair Simon then adjourned the committee meeting.

## **COMMITTEE ON COLLECTIVE BARGAINING**

### **Adoption of Initial Proposals for a Successor Collective Bargaining Agreement with Bargaining Unit 6 (Skilled Crafts), Teamsters Local 2010**

#### **Presentation By**

Evelyn Nazario  
Vice Chancellor  
Human Resources

#### **Summary**

The initial proposals for a successor collective bargaining agreement between the California State University and Bargaining Unit 6 (Skilled Crafts), Teamsters Local 2010, will be presented to the Board of Trustees for adoption. The proposals are attached to this item.

#### **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 a successor collective bargaining agreement between the California State University and Bargaining Unit 6 (Skilled Crafts), Teamsters Local 2010, is hereby adopted.



**The California State University's**  
**Initial Collective Bargaining**  
**Proposals**  
**Between**  
**The Board of Trustees**  
**Of**  
**The California State University**  
**And**  
**Teamsters Local 2010**  
**(Bargaining Unit 6)**

**September 2019**

**Bargaining Unit 6**  
**2020 Successor Agreement Negotiations**  
**California State University Bargaining Proposals**

**Article 1 – Recognition**

- Review classifications and propose amendments as appropriate.

**Article 4 – Contracting Out**

- Modify language to provide operational flexibility and efficiencies.

**Article 6 – Non-Discrimination**

- Review to align with current law and in conformity with Executive Orders.

**Article 7 – Union Rights**

- Review and amend existing language regarding union leave and release time.

**Article 9 – Grievance Procedure**

- Review process and propose amendments consistent with having grievances resolved in a timely manner.

**Article 10 – Appointment**

- Review and amend as appropriate provisions in relation to appointments.

**Article 14 – Corrective Action**

- Review and amend as appropriate provisions in relation to reprimands.

**Article 18 – Leaves of Absence with Pay**

- Review and amend provisions relating to leaves of absence with pay.

**Article 19 – Leaves of Absence without Pay**

- Review and amend provisions relating to leaves of absence without pay.

**Article 20 – Assignment/Reassignment**

- Modify temporary assignments and other associated language.

**Article 22 – Hours of Work**

- Modify language to increase operational efficiencies and flexibility in assignments.

**Article 23 – Overtime**

- Modify language to increase operational efficiencies.

**Article 24 – Salary**

- Propose a salary adjustment to all bargaining unit employees to be developed in bargaining.

**Article 25 – Benefits**

- Review Benefits article and propose amendments to be developed in bargaining as appropriate.

**Article 26 – Apprenticeship Program**

- Modify and revise to bring article in-line with current policies and regulations.

**Article 28 – Health & Safety**

- Review and amend as appropriate provisions in relation to health and safety.

**Article 32 – Duration and Implementation**

- Modify and revise the term of the contract and other associated language.

**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 to, modify, or delete proposals for any/all Articles during the course of negotiations, in accordance with applicable laws.**



## **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



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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.

## **Attachment B**

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### **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.