

Side Letter of Agreement

Fiscal Year 2008/2009 Salary Negotiations

May 4, 2009

1. The Parties agree that for Fiscal Year 2008/2009, no General Salary Increase, pursuant to Provision 20.6, no Market Salary Increase, pursuant to Provision 20.9, and no Service Salary Increase, pursuant to Provision 20.26, shall be implemented.
2. However, should the CSU implement any General Salary Increase, Market Salary Increase, Service Salary Increase, or Extended Performance Increase that is included in any current collective bargaining agreement or negotiate an increase to base salary with any other represented CSU employee group for Fiscal Year 2008/2009, after the execution of this Side Letter, CSUEU would have the option to initiate reopener bargaining, upon thirty (30) days notice to the CSU.
3. Provision 2 does not apply to programs such as in-range progressions, post promotion increases, and reclassifications. This also excludes any increases that might be negotiated or implemented for Bargaining Unit 12 or Bargaining Unit 13 employees.
4. The Parties agree that this Side Letter resolves all open issues pertaining to Salary reopener negotiations, for FY 2008/2009, pursuant to Provision 29.4.
5. All other provisions of Article 20 remain unchanged.

For the CSUEU

Dwight E. Gaxer
Date: *4 May 2009*

For the CSU

Sharon Abernath
Date: *May 4, 2009*

Side Letter of Agreement

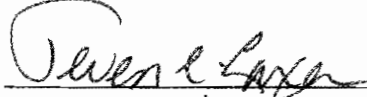
Extension of 2007-2009 CSUEU/CSU Contract

CSU Proposal #2

May 5, 2009

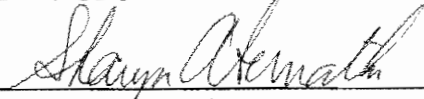
1. The Parties agree to extend the January 16, 2007 – June 30, 2009 Collective Bargaining Agreement between CSUEU and CSU in its entirety until June 30, 2011.
2. The CSUEU may request to reopen the Salary Article (Article 20) of the collective bargaining agreement at any time between June 30, 2009 and June 30, 2011, upon thirty (30) days notice to the CSU. Upon receipt of a request to reopen the Salary Article, the Parties will agree on a sunshine schedule.
3. The Parties may request to negotiate a successor contract to the January 16, 2007 – June 30, 2011 contract pursuant to Provision 29.3.
4. Negotiations on economic issues in preparation for the budget request for the 2011/12 fiscal year, as provided in Section 3572 of the Higher Education Employer-Employee Relations Act, may commence after July 1, 2010, when one of the parties delivers to the other its proposals in writing.

For the CSUEU



Date: 5 May 2009

For the CSU



Date: 5/5/09

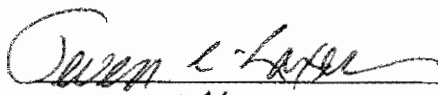
Side Letter of Agreement

Labor Management Committee on Long-Term Compensation Strategy

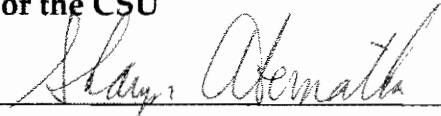
May 5, 2009

1. Within ninety (90) days of the execution of this Agreement, the parties agree to form a Labor Management Committee (LMC). The LMC shall develop recommendations towards a long-term compensation strategy that meets the goals and objectives of both the CSUEU and the CSU. The goals shall be both clear and transparent.
2. Pursuant to Provision 27.5, the LMC shall be composed of twelve (12) voting members, six (6) selected by the CSUEU and six (6) selected by the CSU. Each party may select up to four (4) alternates. In addition, each party may assign a staff person to work with the LMC.
3. The LMC shall have two co-chairs, one selected by each party, who shall serve as Facilitators to assist the parties with their communication. If the two Facilitators mutually agree, they may request facilitation by State Mediation and Conciliation Services (SMCS) or Federal Mediation and Conciliation Services (FMCS). In the event there is no agreement regarding the need for facilitation, one of the co-chairs can also request facilitation by either SMCS or FMCS.
4. The LMC shall meet two consecutive days per month, every other month, unless extended by mutual agreement. Release time shall be provided to members of the LMC for the purpose of participating on the committee, pursuant to Provision 27.7.
5. The location of each meeting shall be mutually agreed upon by the parties.
6. The initial report of the LMC shall be prepared no later than June 15, 2010. The final report of the LMC shall be prepared by December 15, 2010, and shall be presented to the CSU Board of Trustees at their January 2011 meeting.

For the CSUEU


Date: 5 May 2009

For the CSU


Date: 5/5/09