



CSUEU's Units 2, 5, 7 and 9
August 3, 2023 Counterproposal-CORRECTED
CSUEU-CSU 2023 Wage and Benefits Reopener Bargaining

CSUEU reserves the right to add to, modify or delete these proposals and to introduce new proposals during the course of negotiations.

Article 20: Salary

- The Union proposes the Employer's proposed Article 20 as proposed July 7, 2023, modified as attached (in cases of conflicts between that document and this, this document shall be authoritative). In sum, the proposed modifications are as follows:
 - The 2023 GSI shall be seven percent (7%)
 - The implementation dates of October 1 are rejected and the Union proposes July 1 in each case. In the case of 2023, this shall include full retroactive pay.
 - Step placement will correspond to length of service in one's series rather than classification and will transfer from campus to campus.
 - Step advancement will not be contingent on a satisfactory evaluation.
 - In Year 3, each employee shall advance one step and an SSA of 3 percent shall be applied
 - The contingency clauses mandating non-implementation and reopener bargaining if certain budget goals are not met are rejected.
 - The additional increase language in 20.22 is rejected. CSUEU is willing to discuss a concept for additional increases based on objective criteria.
 - CSUEU rejects removal of IRP language, but is willing to entertain the idea of a phase out of IRP language
 - CSUEU rejects the deletion of Emergency Pay.
- Employer's Proposed Appendix P2 is accepted.
- Employer's Proposed Appendix P1 is rejected and modified to effectuate the following outcomes:
 - All minimum rates shall be increased by seven percent (7%)
 - All rates above the minimum shall be three percent (3%) above the previous rate.
 - A separate step structure shall be agreed between the parties for SFSU, SJSU and CSUEB based upon the Mercer bands D and E.
- The Union proposes that the parties expedite efforts to complete series reclass work (including but not limited to: procurement, athletic trainers, administrative support series ASA/ASC, AAS and information technology staff) by retaining a third party consultant with area expertise with a deadline for completion of May 30, 2024. This third party consultant will do this work in close consultation with the parties.

Article 21: Benefits

- The Union rejects the Employer's proposal and proposes current contract language.



Article 24: Layoff

- The Union declines to reopen this Article.

Article 29: Duration

- The Union declines to reopen this Article at this time, but agrees to continue discussing the issue. In exchange for such an extension, the Union would demand a side letter of agreement requiring reopener bargaining should CSU agree to substantially better terms with another union, in the sole discretion of CSUEU. Such bargaining would be for the purpose of improving the terms of this agreement to that standard or better (“most favored nation”).