



## **CALIFORNIA STATE UNIVERSITY EMPLOYEES UNION REPRESENTATION POLICY SUMMARY<sup>1</sup>**

### **SCOPE OF REPRESENTATION:**

CSUEU represents all employees in its bargaining units in collective bargaining matters. Both union members and fee payers alike are represented in grievances and complaints, both formal and informal.

CSUEU also represents union members (not fee payers) in disciplinary and other matters before the State Personnel Board (SPB). Other SPB matters may include AWOL terminations, Petitions to Set Aside Resignation and Petitions for Rehearing.

CSUEU does not provide representation in criminal, civil litigation, Workers Compensation, or Unemployment Insurance matters. Except for internal CSU complaints (Executive Order No. 928 procedure), CSUEU also does not provide representation in Discrimination<sup>2</sup> matters (e.g., Department of Fair Employment & Housing Commission, Equal Employment Opportunity Commission, Department of Labor).

Additionally, CSUEU *shall not* provide representation in

- Disciplinary actions arising from unapproved job actions, e.g., unsanctioned strike
- Matters that conflict with the best interests of the CSUEU or would require the CSUEU to take a position that is inconsistent with established CSUEU positions or policies

Any exception to this policy must be approved by the CSUEU Board of Directors.

### **DENIAL OF REPRESENTATION:**

In addition to the representation prohibitions above, CSUEU may deny representation in both contractual and SPB matters under the following circumstances:

- In non-collective bargaining/HEERA matters: for matters resulting from events which occurred prior to the membership application date
- The matter lacks merit
- The member/fee payer fails to communicate or otherwise cooperate with CSUEU
- The member has another representative in the same matter

Denials of representation shall be in writing, in accordance with the Policy File.

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<sup>1</sup> See CSUEU Policy Division 9.

<sup>2</sup> "Discrimination" refers to unequal treatment based upon a protected class, e.g., race, sex, color, national origin, age. Representation is provided for discrimination based upon union activity or affiliation, as that basis is covered by the contract and HEERA.