

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

**Between**

**The Board of Trustees**

**Of**

**The California State University**

**And**

**California State University Employees Union  
(Bargaining Units 2, 5, 7 & 9)**

**January 2020**

**Bargaining Units 2, 5, 7 & 9**  
**2020 Successor Agreement Negotiations**  
**California State University Bargaining Proposals**

**Article 1 – Recognition**

- Review classifications and propose amendments as appropriate.

**Article 2 – Definitions**

- Review existing contractual definitions against campus operational needs.
- Update definitions to reflect any substantive changes elsewhere in the Agreement.

**Article 5 – Union Rights**

- Review and amend as appropriate current procedures and provisions related to providing information to the union, union leave, and resources for union business.

**Article 7 – Grievance Procedure**

- The CSU will make proposals to amend grievance procedure to increase efficiency and effectiveness.

**Article 8 – Complaint Procedure**

- The CSU will make proposals to amend complaint procedure to increase efficiency and effectiveness.

**Article 9 – Employee Status**

- Review and amend as appropriate current contractual provisions in relation to the posting of vacant positions; the recruitment and filling of positions within the bargaining units; the types of appointment within the bargaining units; procedures for employees rejected during probation; and provisions relating to granting permanent status in the bargaining units by the president.

**Article 10 – Employee Performance**

- The CSU will make proposals to amend the employee performance evaluation process.

### **Article 12 – Corrective Action**

- Review and amend as appropriate current contractual provisions related to reprimands.

### **Article 14 – Vacations and Holidays**

- Review and amend as appropriate current contractual provisions in relation to holidays and accrued employee vacation.

### **Article 15 – Leaves of Absence with Pay**

- Review and amend as appropriate current contractual provisions in relation to use and reporting of employee leaves with pay.

### **Article 16 – Leaves of Absence without Pay**

- Review and amend as appropriate current contractual provisions in relation to use and reporting of employee leaves without pay.

### **Article 17 – Assignment/Reassignment**

- Review and amend as appropriate current contractual provisions in relation to permanent and temporary employee assignments and reassignments.

### **Article 18 – Hours of Work**

- Review and amend as appropriate current contractual provisions in relation to establishing and assigning work schedules for exempt and non-exempt employees consistent with prevailing law and campus operational needs.
- Review and amend as appropriate current contractual provisions in relation to use of meal periods and clean-up time.

### **Article 19 – Overtime**

- Review and amend as appropriate current contractual provisions in relation to the use of overtime and Compensatory Time Off consistent with prevailing law and campus operational needs.

### **Article 20 – Salary**

- The CSU will make proposals to amend the salary Article, including but not limited to ways to address salary inversion and compression.

**Article 21 – Benefits**

- The CSU will make proposals in relation to employee benefits.

**Article 25 – Non-Discrimination**

- Review and amend as appropriate current contractual provisions in relation to non-discrimination so as to be consistent with CSU Executive Order processes and prevailing law.

**Article 26 – Cruise Employees**

- Review and amend as appropriate current contractual provisions in relation to cruise employees consistent with campus operational needs.

**Article 28 – Family and Medical Leave and Pregnancy Disability Leave**

- Review and amend as appropriate current contractual provisions in relation to use and reporting of employee leaves consistent with campus operational needs and prevailing law.

**Article 29 – Duration and Implementation**

- The CSU will make proposals on the duration of any successor Agreement.

**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.**