

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

Between

The Board of Trustees

Of

The California State University

And

Bargaining Unit 4

Academic Professionals of California

March 23, 2017

Bargaining Unit 4

2017 Successor Agreement Negotiations

California State University Bargaining Proposals

ARTICLE 2 - Definitions

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

ARTICLE 5- Reconsideration Procedure

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

ARTICLE 8- Union Rights

- Review and amend as appropriate current procedures in relation to the provision of information to the union; contractual provisions relating to union leave; and the provision of resources for union business.

ARTICLE 10 - Grievance Procedure

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

ARTICLE 11- Personnel File

- The CSU will make proposals in relation to the content of, and access to, employee personnel files.

ARTICLE 13 – Appointment

- Review and amend as appropriate current contractual provisions in relation to appointment and classification review.

ARTICLE 14 – Probation and Permanency

- Review and amend as appropriate current contractual provisions in relation to probation and permanency.

ARTICLE 16- Professional Development

- Review and amend as appropriate current contractual provisions in relation to employee professional development.

ARTICLE 17 –Assignment/Reassignment

- Review and amend as appropriate current contractual provisions in relation to assignments and reassignments to promote efficiency and meet campus operational needs.

ARTICLE 18- Evaluations

- Review and amend as appropriate current contractual provisions relating to employee evaluations.

ARTICLE 20 –Leaves of Absence with Pay

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

ARTICLE 21- Non-Discrimination

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

ARTICLE 22 –Leaves of Absence without Pay

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

ARTICLE 23- Salary

- The CSU will make proposals to amend the salary Article, including but not limited to employee salary rates and in-range progressions procedures.

ARTICLE 24- Benefits

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

ARTICLE 28- 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 overtime and Compensatory Time Off consistent with prevailing law and campus operational needs.

ARTICLE 32 – Work Environment

- The CSU will make proposals in relation to employee work environment, including but not limited to increases in parking rates.

ARTICLE 33- Layoff

- Review and amend as appropriate current contractual provisions in relation to layoff.

ARTICLE 34 – Duration

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

Side Letters of Agreement

- Review and amend as appropriate current side letters.

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.