

**California State: Initial Proposals for Successor Contract Negotiations with Bargaining Unit 4 (Academic Professionals of California)**

**Article 10 – Grievance Procedure**

Review process and propose amendments consistent with having grievances resolved in a timely manner and at the lowest level possible.

**Article 11 – Personnel File**

Update language to reflect technological changes.

**Article 13 – Appointment**

Modify Language relating to posting of vacancies and appointment into temporary vacancies, including adding provisions to cover emergency hires. Clarify language relating to permanency for temporary employees.

**Article 18 – Evaluations and Appendix L**

Review evaluation process and propose amendments to evaluations form in Appendix L.

**Article 20 – Leaves of Absence with Pay**

Clarify language in relation to the taking of parental leave.

**Article 21 – Non-Discrimination**

Align with current law and in conformity with Executive Orders.

**Article 23 –Salary**

Propose a salary adjustment to all bargaining unit employees to be developed in bargaining for fiscal year 2017/2018. Review salary increase programs and propose amendments to be developed in bargaining as appropriate.

**Article 24 – Benefits**

Review Benefits article and propose amendments to be developed in bargaining as appropriate for fiscal year 2017/18.

**Article 28 – Hours of Work**

Clarify language on meal allowances and exempt employee workload.

**Article 32 - Duration and Implementation**

Modify and revise the term of the contract and other associated language.

**Appendices** –Update, modify and delete where no longer relevant or applicable.

The University reserves the right to add to, modify, or delete proposals during the course of negotiations without prejudice.