



December 11, 2019

Steven James, Interim Associate Vice Chancellor
Employee & Labor Relations
The Office of the Chancellor
401 Golden Shore
Long Beach, CA 90802

RE: INITIAL PROPOSALS FOR CSUEU BARGAINING UNITS 2, 5, 7, AND 9

Dear Mr. James:

Attached to this letter you will find the California State University Employees Union's (CSUEU) initial proposals for Bargaining Units 2, 5, 7, and 9. These proposals are made in accordance with Government Code §3595 and Article 29, Section 29.2, of the current Collective Bargaining Agreement between the parties. CSUEU reserves the right to add to, modify or delete these proposals and to introduce new proposals in the course of negotiations.

We look forward to meeting with you and your team in the near future.

Sincerely,

Brian Young
Senior Labor Relations Representative

Cc: CSUEU Bargaining Team

CSUEU Public Notice – Successor Contract Agreement

The California State University Employees Union (CSUEU) submits this public notice of our intention to modify the collective bargaining agreement between CSUEU and the California State University (CSU). CSUEU reserves the right to add to, modify, or delete these proposals and to introduce new proposals in the course of negotiations.

Article 2 – Definitions

CSUEU will propose amendments to the definitions of terms within the agreement.

Article 3 – Management Rights

CSUEU will reopen this article in order to impose limits on contracting out decisions and require uniform application of management decisions.

Article 9 – Employee Status

CSUEU will reopen this article to require an independent and objective review of out-of-class work. CSUEU will reopen this article to limit temporary employment.

Article 10 – Employee Performance

CSUEU will reopen this article to improve the accuracy, consistency and fairness of the evaluation process and grant the right to remove a negative review after one year.

Article 12 – Corrective Action

CSUEU will reopen this article to strengthen the rights of employees to representation.

Article 14 – Vacations and Holidays

CSUEU will reopen this article to improve vacation accrual. CSUEU will reopen this article to address pay-out of vacation over the maximum accrual.

Article 15 – Leaves of Absence With Pay

CSUEU will reopen this article to improve leave procedures.

Article 17 – Assignment/Reassignment

CSUEU will reopen this article to revise provisions related to assignment, classification, and non-represented employees performing bargaining unit work.

Article 20 - Salary

CSUEU will reopen this article to provide for step movement through the salary scale. CSUEU will propose other modifications to salary provisions.

CSUEU Public Notice – Successor Contract Agreement

Article 23 – Health and Safety

CSUEU will reopen this article to require designation of essential personnel in emergencies, procedures for the leaves of employees impacted by emergencies, and other emergency measures.

Article 25 – Non-Discrimination

CSUEU will reopen this article to address bullying and civility in the workplace in order to promote a safe and productive work environment.