NO AGREEMENT REACHED IN REOPENER BARGAINING; 
CSUEU SUNSHINES PROPOSAL FOR NEXT CONTRACT

Reopener Discussions

On January 21, the CSUEU bargaining team met as part of its ongoing reopener discussions for FY 2008. We discussed our re- 

After we deliberated, we met with management representatives at the Chancellor’s Office in Long Beach. The team was well 
aware of the state’s dire budget condition. Yet, because the CSU refused to agree to the concept of a “me-too” clause, whereby 
CSUEU-represented employees would receive the same overall compensation increases as any other CSU union, we were unable 
to reach an agreement with CSU. 

We learned that three other CSU unions—the California Faculty Association, State Employees Trade Council-United, and United 
Auto Workers—were at or near impasse over compensation for FY 2008. 

As was the case with the January 21 meeting, parties often have discussions without exchanging formal proposals. For a variety 
of reasons, the team decided to wait until after the January 27-28 CSU Board of Trustees meeting and after assessing state budget 
deliberations before making a formal response to CSU’s January 8 proposal.

CSUEU Submits Initial Bargaining Proposal for Successor Agreement

Even though CSUEU has yet to reach an agreement on salaries for FY 2008, we were obligated to submit an initial bargaining 
proposal for the new contract (that is, FY 2009 and beyond) by the end of January, pursuant to our 2007-2009 contract. Our initial 
proposal, submitted to the Chancellor’s Office on January 27, contains the following key provisions (listed in the order in which 
they appear in the proposals):

- Clarification that CSUEU-represented employees have preference over outside applicants for 
  promotional opportunities
- Reclassification Appeal Process
- Uniform Employee Evaluation Form
- Increased vacation accrual rates and caps
- Recognition for those employees who supervise students
- Reasonable limit on exempt employee workload
- Salary increases, if sufficient funds are allocated to the CSU in the state budget
- Campus closure protections
- ATO during emergencies

The Sunshine Process

Under the state’s collective bargaining law (the Higher Education Employer-Employee Relations Act, or HEERA), a four-week 
“sunshine” process makes both the union’s and management’s proposals available to the public, with opportunities for public input. CSUEU’s proposals have been posted on our website and will be distributed to chapters and made available in all university libraries. At the end of this process, the CSU Board of Trustees formally authorizes management’s proposals. After that, CSU and CSUEU can begin negotiations.
State Budget Deliberations Continue

All employees should keep an eye on state budget deliberations for FY 2008-09 and FY 2009-10, both of which are underway at the Capitol. There is no agreement on the FY 2008-09 budget yet, despite months-long efforts by legislative leaders and the governor.