

## **AGENDA**

### **COMMITTEE ON COLLECTIVE BARGAINING**

**Meeting: 9:30 a.m., Tuesday, January 31, 2017**  
**Munitz Conference Room—Closed Session**  
**Government Code §3596(d)**

**10:00 a.m., Tuesday, January 31, 2017**  
**Glenn S. Dumke Auditorium —Open Session**

Adam Day, Chair  
Peter J. Taylor, Vice Chair  
Debra S. Farar  
Lillian Kimbell  
Hugo N. Morales  
John Nilon  
J. Lawrence Norton

**Open Session– Glenn S. Dumke Auditorium**

#### **Consent Item**

Approval of Minutes of the Meeting of November 16, 2016

#### **Discussion Item**

1. Adoption of Initial Proposals for a Successor Collective Bargaining Agreement with Bargaining Units 2, 5, 7, and 9, the California State University Employees Union (CSUEU), SEIU Local 2579, *Action*

**MINUTES OF MEETING OF  
COMMITTEE ON COLLECTIVE BARGAINING**

**Trustees of The California State University  
Office of the Chancellor  
Glenn S. Dumke Conference Center  
401 Golden Shore  
Long Beach, California**

**November 16, 2016**

**Members Present**

Adam Day, Chair  
Debra S. Farar  
Lillian Kimbell  
J. Lawrence Norton  
Timothy P. White, Chancellor  
Rebecca Eisen, Chair of the Board

Chair Day called the Committee on Collective Bargaining to order.

**Approval of Minutes**

The minutes of the July 19, 2016 meeting were approved as submitted.

**Presentation of Action Items**

Interim Vice Chancellor Andrew Jones presented the action items.

**Public Speakers**

The committee heard from 11 public speakers who spoke on various topics.

**Action Items**

The committee then unanimously approved the following action items:

1. Ratification of the Collective Bargaining Agreement with Bargaining Unit 11, the International Union United Automobile Aerospace and Agricultural Implement Workers of America (UAW), AFL-CIO
2. Ratification of the Collective Bargaining Agreement with Bargaining Unit 14, the California State University Employees Union (CSUEU), SEIU Local 2579

Chair Day then adjourned the committee meeting.

## **COMMITTEE ON COLLECTIVE BARGAINING**

### **Adoption of Initial Proposals for a Successor Collective Bargaining Agreement with Bargaining Units 2, 5, 7, and 9, the California State University Employees Union (CSUEU), SEIU Local 2579**

#### **Presentation By**

Andrew Jones  
Interim Vice Chancellor  
Human Resources

#### **Summary**

The adoption of initial proposals for a successor collective bargaining agreement between the California State University and Bargaining Units 2 (Health Care Support); 5 (Operational Support Services); 7 (Clerical/Administrative Support Services); and 9 (Technical Support Services); the California State University Employees Union (CSUEU), SEIU Local 2579, will be presented to the Board of Trustees. The proposals are attached to this item.

#### **Recommended Action**

The following resolution is recommended for adoption:

**RESOLVED**, by the Board of Trustees of the California State University, that the initial proposals for a successor collective bargaining agreement between the California State University and Bargaining Units 2 (Health Care Support); 5 (Operational Support Services); 7 (Clerical/Administrative Support Services); and 9 (Technical Support Services); the California State University Employees Union (CSUEU), SEIU Local 2579, is hereby adopted.



**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  
January 2017**

**Attachment A**

CB – Agenda Item 1

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**Bargaining Units 2, 5, 7, 9**

**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 – 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.

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**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 grievance 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 the grant of 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 11– Personnel File**

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

**ARTICLE 12 – Corrective Action**

- Review and amend as appropriate current contractual provisions in relation to the provision of reprimands.

**ARTICLE 14 – Vacations and Holidays**

- Review and amend as appropriate current contractual provisions in relation to the use of 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.
- Review and amend as appropriate current contractual provisions in relation to creation of new bargaining unit classifications.

**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.

## **Attachment A**

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### **ARTICLE 19 – Overtime**

- 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 20- 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 21- Benefits**

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

### **ARTICLE 24- Layoff**

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

### **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.

**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.**

**Attachment B**  
**CB – Agenda Item 1**  
**January 31-February 1, 2017**  
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*California State University Employees Union (CSUEU), SEIU 2579/CSEA*

**Joseph J. Jelincic III**  
Sr. Labor Relations Representative

Direct: 916/319-4800 ext. 104  
E-mail: [jjelincic@csueu.org](mailto:jjelincic@csueu.org)

January 19, 2017

**SENT BY U.S. MAIL & E-MAIL**

John Swarbrick  
Chief Negotiator & Senior Labor Relations Advisory  
The California State University, Office of the Chancellor  
401 Golden Shore, 4th Floor  
Long Beach, CA 90802-4210  
[jswarbrick@calstate.edu](mailto:jswarbrick@calstate.edu)

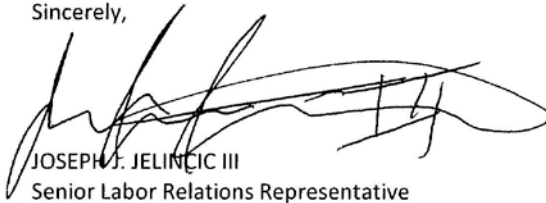
**Re: Initial Proposals for CSUEU Bargaining Units 2, 5, 7, and 9**

Dear Mr. Swarbrick:

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,



JOSEPH J. JELINCIC III  
Senior Labor Relations Representative

Enclosure

cc: Jo Ann Juarez-Salazar, CSUEU Executive Director  
Pat Gantt, CSUEU President  
Roxana "Rocky" Sanchez, CSUEU Vice President for Representation  
CSUEU Bargaining Team



## Attachment B

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### CSUEU / CSU Full Contract Bargaining CSUEU's Sunshine Proposals January 19, 2017

Pursuant to Article 29 of the Collective Bargaining Agreement for Bargaining Units 2, 5, 7, and 9 between the California State University Employees Union (CSUEU or Union) and the Board of Trustees of the California State University (CSU), CSUEU presents this list of initial proposals to commence bargaining for a successor agreement between the parties that is set to expire on June 30, 2017.

**CSUEU reserves the right to add to, modify or delete these proposals and to introduce new proposals during the course of negotiations.**

#### Article 2: Definitions

- The Union will propose amendments to the definitions of terms within the agreement.

#### Article 3: Management Rights

- The Union will propose amendments to address the continued abuse and ongoing erosion of bargaining unit work through outsourcing.

#### Article 9: Employee Status

- The Union will propose amendments to address the systemic abuse of temporary status appointments.
- The Union will propose amendments to improve opportunities for career advancement for current employees, and requirements for accurate classification.
- The Union will propose amendments for a fair, expedient and equitable process to address rejections during probation.

#### Article 10: Employee Performance

- The Union will propose amendments to improve the accuracy, consistency and fairness of the evaluation process.

#### Article 11: Personnel File

- The Union will propose amendments regarding the retention of personnel records to promote fairness.

#### Article 12: Corrective Action

- The Union will propose amendments regarding the use and retention of personnel records.

Article 14: Vacations and Holidays

- The Union will propose revisions to establish fairness with other employee groups within the CSU.

Article 17: Assignment / Reassignment

- The Union will propose revisions related to: assignment, classification, and non-represented employees performing bargaining unit work.

Article 18: Hours of Work

- The Union will propose amendments protecting employees from excessive and/or unhealthy workload.
- The Union will propose to increase flexible work schedules, and teleworking / telecommuting opportunities.
- The Union will propose amendments to promote fairness and protect employees from unreasonable schedule changes.

Article 19: Overtime

- The Union will propose amendments to eliminate 24/7 work shifts which result in the abuse of employees' on-call status.

Article 20: Salary

- The Union will propose amendments, including cost of living adjustments, to the current salary structure in order to promote recruitment, retention and equity in the workforce.
- The Union will propose to increase the opportunity for employees to progress through their salary ranges.

Article 22: Professional Development

- The Union will propose amendments to improve access to job-related training and career development opportunities.

Article 23: Health and Safety

- The Union will propose to revise and update various provisions that affect employee health and safety.

Article 26: Cruise Employees

- The Union will propose revisions to establish fairness with other employee groups within the CSU.

## **Attachment B**

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### Article 29: Duration and Implementation

- Proposals regarding the duration and implementation of the Agreement will be determined during bargaining.

### Appendices and Side Letters

- Review and update, as necessary.

Further, the Union will propose a new article(s) to address bullying and civility in the workplace in order to promote a safe and productive work environment. Finally, the Union will also propose additions to standardize various campus-based policies.