

## AGENDA

### COMMITTEE ON COLLECTIVE BARGAINING

**Meeting:**     **9:30 a.m., Tuesday, March 19, 2019**  
                  **Munitz Conference Room—Closed Session**  
                  **Government Code §3596(d)**

**10:00 a.m., Tuesday, March 19, 2019**  
**Glenn S. Dumke Auditorium —Open Session**

Lateefah Simon, Chair  
John Nilon, Vice Chair  
Silas H. Abrego  
Emily Hinton  
Thelma Meléndez de Santa Ana  
J. Lawrence Norton  
Peter J. Taylor

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

- |                   |   |
|-------------------|---|
| <b>Consent</b>    | 1. Approval of Minutes of the Meeting of November 14, 2018, <i>Action</i>   |
| <b>Discussion</b> | 2. Adoption of Initial Proposals for a Successor Collective Bargaining Agreement with Bargaining Unit 13, the English Language Program at Los Angeles, <i>Action</i>  |
|                   | 3. Adoption of Initial Proposals for a Successor Collective Bargaining Agreement with Bargaining Unit 14, the English Language Program at Monterey Bay, <i>Action</i> |

**MINUTES OF THE 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 14, 2018**

**Members Present**

Lateefah Simon, Chair  
John Nilon, Vice Chair  
Silas H. Abrego  
J. Lawrence Norton  
Emily Hinton  
Peter J. Taylor  
Adam Day, Chairman of the Board  
Timothy P. White, Chancellor

Chair Simon called the Committee on Collective Bargaining to order.

**Approval of Minutes**

The minutes of the September 11, 2018 meeting were approved as submitted.

**Presentation of Action Item**

Vice Chancellor Evelyn Nazario presented the ratification of the successor collective bargaining agreement with Bargaining Unit 11, the United Auto Workers (UAW), Local 4123 (Agenda Item 2).

The tentative agreement has been ratified by the membership of the union and will run until September 30, 2020.

The highlights of the tentative agreements were: Teaching Associates and Graduate Assistants will receive a 3% GSI retroactive July 1, 2018, and July 1, 2019. The Instructional Student Assistants will also receive a GSI effective July 1, 2018, and July 1, 2019. A ten year vesting for full retiree medical and dental for new employees hired after July 1, 2019, was also part of the tentative agreement.

## **Discussion**

Trustee Sabalius asked if any of the teaching associates or graduate assistants stay around for 10 years and that the increase in vesting would eliminate these benefits for almost all of them.

Vice Chancellor Nazario responded by saying that we need to identify the individuals and whether they stay on in the CSU either teaching or entering in a different capacity. The CSU currently does not track this information, but may in the future.

Trustee Sabalius then asked if the benefits are transferable after the teaching associates or graduate assistant graduates. Vice Chancellor Nazario's responded, "Absolutely."

After Chair Simon asked for a motion, receiving the motion and a second, Trustee Faigin asked if it is only the Collective Bargaining Committee members who are only eligible to vote and it does not go to the whole Board.

Chair Simon responded that it is her understanding and Chairman Day confirmed.

## **Public Speakers**

The committee heard from 7 public speakers who spoke on various topics.

## **Action Items**

The committee then unanimously approved the following action items:

1. Approval of Minutes of the Meeting of November 14, 2018.
2. Ratification of the Successor Collective Bargaining Agreement with Bargaining Unit 11, the United Auto Workers (UAW).

Chair Simon then adjourned the committee meeting.

## **COMMITTEE ON COLLECTIVE BARGAINING**

### **Adoption of Initial Proposals for a Successor Collective Bargaining Agreement with Bargaining Unit 13, the English Language Program at Los Angeles**

#### **Presentation By**

Evelyn Nazario  
Vice Chancellor  
Human Resources

#### **Summary**

The initial proposals for a successor collective bargaining agreement between the California State University and Bargaining Unit 13, the English Language Program at Los Angeles, will be presented to the Board of Trustees for adoption.

#### **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 Unit 13, the English Language Program at Los Angeles is hereby adopted.

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

**Between**

**The Board of Trustees**

**Of**

**The California State University**

**And**

**Bargaining Unit 13**

**California State University Employees Union**

**February 2019**

**Bargaining Unit 13**  
**2019 Successor Agreement Negotiations**  
**California State University Bargaining Proposals**

**ARTICLE 24 – Duration and Implementation**

The CSU will make proposals to amend in relation to duration and implementation.

**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.**



January 28, 2019

**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 Unit 13**

Dear Mr. Swarbrick:

Attached to this letter you will find the California State University Employees Union's (CSUEU) initial proposals for Bargaining Unit 13. 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,

Neil Jacklin  
CSUEU President

Enclosure

cc: Alexandra Soluk, Labor Relations Representative  
Roxana "Rocky" Sanchez, CSUEU Vice President for Representation  
Brian Bennitt, CSUEU Bargaining Unit 13 Bargaining Team

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**Initial Proposal to the CSU for CSUEU's Bargaining Unit 13  
January 28, 2019**

Pursuant to Article 24 of the Collective Bargaining Agreement for Bargaining Unit 13 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, 2019.

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

Article 15: Salary and Schedule

- The Union will propose amendments to the semester teaching schedule.
- The Union will propose salary for Core Instructors

Article 17: Professional Development

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

Article 24: Duration and Implementation



**COMMITTEE ON COLLECTIVE BARGAINING**

**Adoption of Initial Proposals for a Successor Collective Bargaining Agreement with Bargaining Unit 14, the English Language Program at Monterey Bay**

**Presentation By**

Evelyn Nazario  
Vice Chancellor  
Human Resources

**Summary**

The initial proposals for a successor collective bargaining agreement between the California State University and Bargaining Unit 14, the English Language Program at Monterey Bay, will be presented to the Board of Trustees for adoption.

**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 Unit 14, the English Language Program at Monterey Bay is hereby adopted.

**The California State University's**  
**Initial Collective Bargaining**  
**Proposals**  
  
**Between**  
  
**The Board of Trustees**  
**Of**  
**The California State University**  
**And**  
**Bargaining Unit 14**  
**California State University Employees Union**  
  
**January 2019**

**Bargaining Unit 14**  
**2019 Successor Agreement Negotiations**  
**California State University Bargaining**  
**Proposals**

**ARTICLE 2 – Definitions**

The CSU will make proposals to the existing definitions with the purpose of improving operational effectiveness and clarity.

**ARTICLE 5 – Union Rights**

The CSU will make proposals to amend in relation to union security and leave.

**ARTICLE 7 – Grievance Procedure**

The CSU will make proposals to amend in relation to the grievance procedure to increase operational efficiency.

**ARTICLE 8 – Employee Status**

The CSU will make proposals to amend in relation to employee status.

**ARTICLE 16 – Wage and Responsibilities**

The CSU will make proposals related to wages and responsibilities.

**ARTICLE 19 – Non-Discrimination**

The CSU will make proposals to bring the contract language into alignment with current executive orders regarding non-discrimination.

## **ARTICLE 22 – Duration and Implementation**

The CSU will make proposals to amend in relation to duration and implementation.

**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.**

The California State University Employees' Union's  
Initial Collective Bargaining  
Proposals  
Between  
The Board of Trustees  
Of  
The California State University  
And  
Bargaining Unit 14  
California State University Employees Union  
February 2019

Bargaining Unit 14

2019 Successor Agreement Negotiations

California State University Employees' Union Bargaining Proposals

ARTICLE 2 – Definitions

CSUEU will make proposals for improvements to help clarify intent of language.

ARTICLE 3 – Management Rights

CSUEU will make proposals to allow for greater harmonious relations between CSUEU and CSU.

ARTICLE 8 – Employee Status

CSUEU will make proposals to help ensure that procedures in this section are better defined so as to be more easily followed by all parties involved.

ARTICLE 16 – Wages and Responsibility

CSUEU will make proposals surrounding wages and responsibilities.

ARTICLE 19 – Non-Discrimination

CSUEU will propose language clarifying the ability of individuals to utilize other state agencies when filing a whistleblower complaint and/or retaliation in deference to current policy seemingly to solely allow filing through executive orders 929 and 1058.

CSUEU reserves the right to add, modify, or delete proposals for any/all articles during the course of negotiations, in accordance with applicable laws.