

AMENDED

AGENDA

COMMITTEE ON COLLECTIVE BARGAINING

Meeting: **9:30 a.m., Tuesday, March 24, 2020**
Virtually via Teleconference

Lateefah Simon, Chair
Douglas Faigin, Vice Chair
Debra S. Farar
Lillian Kimbell
Jack McGrory
Christopher Steinhauser
Peter J. Taylor

Open Session – Virtually via Teleconference

- Consent**
1. Approval of Minutes of the Meeting of January 28, 2020, *Action*
 2. Adoption of Initial Proposals for a Successor Collective Bargaining Agreement with Bargaining Unit 4, Academic Professionals of California, *Action*
 3. Adoption of Initial Proposals for a Successor Collective Bargaining Agreement with Bargaining Unit 10, the International Union of Operating Engineers, Stationary Engineers, Local 39, *Action*

**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**

January 28, 2020

Members Present

Lateefah Simon, Chair
Douglas Faigin, Vice Chair
Debra S. Farar
Lillian Kimbell
Jack McGrory
Christopher Steinhauser
Peter J. Taylor

Adam Day, Chair of the Board
Timothy P. White, Chancellor

Chair Simon called the Committee on Collective Bargaining to order.

Public Speakers

The Committee heard from eight (8) public speakers who spoke on various topics.

Consent Agenda

Chair Simon presented the consent agenda consisting of the minutes of the September 25, 2019 meeting; adoption of initial proposals for a successor collective bargaining agreement with Bargaining Unit 3, the California Faculty Association; and adoption of initial proposals for a successor collective bargaining agreement with Bargaining Units 2, 5, 7, and 9, the California State University Employees Union. The consent agenda was approved as submitted.

Chair Simon then adjourned the committee meeting.

COMMITTEE ON COLLECTIVE BARGAINING

Adoption of Initial Proposals for a Successor Collective Bargaining Agreement with Bargaining Unit 4, Academic Professionals of California

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 4, Academic Professionals of California, will be presented to the Board of Trustees for adoption. 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 Unit 4, Academic Professionals of California, 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 4
Academic Professionals of California**

March 2020

**Bargaining Unit 4
2020 Successor Agreement Negotiations
California State University Bargaining Proposals**

ARTICLE 1 – Recognition

- Review and amend classifications and propose amendments as appropriate.

ARTICLE 2 – Definitions

- Review existing contractual definitions against campus operational needs.
- Update definitions to reflect any substantive changes elsewhere in the Agreement.

ARTICLE 5 – Reconsideration Procedure

- The CSU will make proposals to amend the reconsideration procedure to increase efficiency and effectiveness.

ARTICLE 8 – Union Rights

- Review and amend current contractual provisions relating to union rights, including incorporating existing new employee orientation provisions.

ARTICLE 10 – Grievance Procedure

- The CSU will make proposals amending the grievance procedure to increase efficiency and effectiveness.

ARTICLE 12 – Corrective and Disciplinary Action

- Review and amend current contractual provisions relating to corrective action.

ARTICLE 13 – Appointment

- Review and amend as appropriate current contractual provisions in relation to the appointment of an employee.

Article 17 – Assignment/Reassignment

- Review and amend current contractual provisions relating to assignment and reassignment.

Article 19 – Sick Leave

- Review and amend current contractual provisions relating to catastrophic leave programs.

ARTICLE 20 – Leaves of Absence With Pay

- Review and amend current contractual provisions relating to leaves of absence with pay.

ARTICLE 21 – Non-Discrimination

- Review and amend current contractual provisions relating to non- discrimination to be consistent with CSU Executive Order processes and prevailing law.

ARTICLE 22 – Leaves of Absence Without Pay

- Review and amend current contractual provisions relating to leaves of absence without pay.

ARTICLE 23 – Salary

- The CSU will make proposals to amend the provisions relating to salary.

ARTICLE 24 – Benefits

- Review and amend current contractual provisions relating to employee benefits.

ARTICLE 28 –Hours of Work

- Review and amend current contractual provisions relating to hours of work.

ARTICLE 32 – Work Environment

- Review and amend current contractual provisions relating to the work environment, including employee parking.

ARTICLE 34 – Duration and Implementation

- The CSU will make proposals on the duration of any successor Agreement.

Appendices and Side Letters

- The CSU will review all Appendices and Side Letters, and make proposals to amend, retain, or delete as appropriate.

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



Lee O. Norris, Labor Relations Manager 8726-D South Sepulveda Blvd., #C172, Los Angeles, CA 90045 (310) 745-8608 Fax (310) 439-1382 lnorris@apc1002.org

February 28, 2020

Via Email Only:

Mr. Steve James
The California State University
401 Golden Shore, 4th Floor
Long Beach, California 90802-4210

Re: APC's Sunshine Proposals

Dear Mr. James:

In this letter you will find APC's "sunshine proposals" as required by HEERA, but on a more fundamental level you will find the concerns of our bargaining unit members: concerns that we believe need to be addressed during negotiations. These concerns were identified through consultation with the Union's Statewide Council, Executive Board and most importantly the membership.

Please understand the proposals included here are an overview of the Union's position on each Article it wishes to open, but this list should not be viewed as demonstrating either their order of priority or the entire list of Articles APC may choose to open during bargaining. Instead, these proposals should be seen as the beginning of a process in which the Parties work collaboratively to improve the working conditions of all of the employees APC represents.

APC hereby proposes modifications to the current collective bargaining agreement in the following areas:

- Article 2, Definitions
 - Clarify the definition of Temporary Employees.
- Article 13, Appointment

- Provide stability for campus departments and employees by limiting temporary appointments.
 - Ensure proper bargaining unit representation on hiring committees.
 - Allow for current bargaining unit members to be considered for open positions.
 - Provide a meaningful mechanism to address classification issues.
- Article 17, Assignment/Reassignment
 - Clarify when and where an employee can be reassigned.
- Article 16, Professional Development -
 - Seek equity for employees pursuing doctoral degrees.
- Article 20 Leaves of Absence with Pay
 - Clarify definition of immediate family.
- Article 23, Salary
 - Provide for General Salary Increases in each year of the contract.
 - Provide for Salary Step Increases for bargaining unit employees.
 - Provide salary increases for employees designated as a “Lead”
 - Clarify the duration of the various bonus programs.
 - Ensure Merit Bonus monies continue to be placed in the Budget Shortfall Mitigation Bonus (BSM).
 - Clarify the eligibility date for the Budget Shortfall Mitigation Bonus (BSM).
 - Provide a meaningful mechanism to address In-Range Progression (IRP) issues and ensure a minimum percentage increase for those receiving an IRP.
- Article 28, Hours of Work
 - Clarify hours of work for work related travel.
 - Define what constitutes complex record keeping.
- Article 26, Vacation
 - Increase vacation accrual rates.
- Article 32, Work Environment

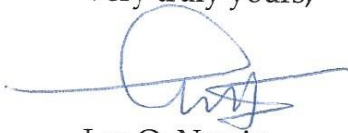
- Ensure parking rate increases are implemented in a fair and consistent manner.
- Address bullying behavior in the work place to ensure a safe work environment.

➤ Article 34, Duration

- This proposal is designed to complement the Union's salary proposal.

I look forward to receiving the University's proposals and to beginning what I hope will be a collegial and productive experience.

Very truly yours,

A handwritten signature in blue ink, appearing to read 'Lee O. Norris', with a large circular flourish at the beginning and a horizontal line extending to the right.

Lee O. Norris,
Labor Relations Manager

cc: APC Bargaining Team

COMMITTEE ON COLLECTIVE BARGAINING

Adoption of Initial Proposals for a Successor Collective Bargaining Agreement with Bargaining Unit 10, the International Union of Operating Engineers, Stationary Engineers, Local 39

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 10, the International Union of Operating Engineers, Stationary Engineers, Local 39, will be presented to the Board of Trustees for adoption. 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 Unit 10, the International Union of Operating Engineers, Stationary Engineers, Local 39, 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 10
International Union of Operating Engineers,
Stationary Engineers, Local 39**

March 2020

**Bargaining Unit 10
2020 Successor Agreement Negotiations
California State University Bargaining Proposals**

ARTICLE 1 – Recognition

- Review classifications and propose amendments as appropriate.

ARTICLE 2 – Definitions

- Review existing contractual definitions against campus operational needs.
- Update definitions to reflect any substantive changes elsewhere in the Agreement.

ARTICLE 4 – Union Rights

- Review and amend current contractual provisions relating to union rights, including incorporating existing new employee orientation provisions.

ARTICLE 8 – Non-Discrimination

- Review and amend current contractual provisions relating to non- discrimination to be consistent with CSU Executive Order processes and prevailing law.

ARTICLE 9 – Grievance Procedure

- The CSU will make proposals amending the grievance procedure to increase efficiency and effectiveness.

ARTICLE 12 – Overtime

- Review overtime and call-back provisions and propose amendments as appropriate.

ARTICLE 15 – Leaves of Absence with Pay

- Review and amend provisions relating to leaves of absence with pay.

ARTICLE 17 – Appointment

- Review and amend provisions relating to appointment.

Article 22 – Assignment/Reassignment

- Review and amend current contractual provisions relating to assignment and reassignment.

ARTICLE 24 – Salary

- The CSU will make proposals to amend the salary provisions.

ARTICLE 25 – Benefits

- Review and amend current contractual provisions relating to employee benefits.

ARTICLE 31 – Duration and Implementation

- The CSU will make proposals on the duration of the successor Agreement.

Appendices and Side Letters

- The CSU will review all Appendices and Side Letters, and make proposals to amend, retain, or delete as appropriate.

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



BART FLORENCE
BUSINESS MANAGER-RECORDING SECRETARY

Stationary Engineers, Local 39

INTERNATIONAL UNION OF OPERATING ENGINEERS AFL-CIO

February 21, 2020

Sent Via U.S. Certified Mail
7014 3490 0001 4800
And email: jjelincic@calstate.edu

Joseph Jelincic
Senior Manager of Systemwide Labor
Relations California State University
401 Golden Shore, 4th Floor
Long Beach, CA 90802-4210

Dear Joseph,

This letter is to notify you of the Union's desire to re-open the below articles in the bargaining unit agreement between the Maritime Academy and Stationary Engineers, Local 39.

In order to satisfy the Sunshine requirements for fiscal years 2016/2017 we wish to re-open:

The Union wishes to make modifications to these sections in the agreement:

- **Article 6, Contracting Out**
- **Article 11, Hours of Work**
- **Article 12, Overtime**
- **Article 14, Vacation**
- **Article 22, Assignment/Reassignment**
- **Article 24, Salary** - The Union is proposing fair and equitable wage increases for all bargaining employees.
- **Article 25, Benefits** - The Union is proposing improvements in health and welfare plans with elimination or reduction in co-pays for all bargaining unit employees.
- **Article 27, Apprenticeship Program**
- **Article 28, Training**
- **Article 29, Health & Safety**

We reserve the right to add to, modify, or delete proposals during the course of negotiations, in accordance with applicable laws.

Please contact me so we can calendar dates for meetings at (916) 928-0399.

Sincerely,

Charlie Solt
District Representative

CS:tt:IUOE#39/afl-cio