

AGENDA

COMMITTEE ON COLLECTIVE BARGAINING

Meeting: 8:45 a.m., Tuesday, May 12, 2020
Virtually via Teleconference—Closed Session
Government Code §3596(d)

11:00 a.m., Tuesday, May 12, 2020
Virtually via Teleconference—Open Session

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 March 24, 2020, *Action*
 2. Adoption of Initial Proposals for a Successor Collective Bargaining Agreement with Bargaining Unit 1, Union of American Physicians and Dentists, *Action*
 3. Adoption of Initial Proposals for a Successor Collective Bargaining Agreement with Bargaining Unit 11, United Auto Workers Local 4123, *Action*

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

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

March 24, 2020

Members Present

Lateefah Simon, Chair
Douglas Faigin, Vice Chair
Debra S. Farar
Lillian Kimbell
Jack McGrory
Peter J. Taylor
Adam Day, Chair of the Board
Timothy P. White, Chancellor

Public Speakers

Due to the virtual format of the March 24, 2020 meeting, all public comment took place at the beginning of the meeting's open session prior to all committees. There were eight (8) speakers who commented on items related to Collective Bargaining.

Chair Simon called the Committee on Collective Bargaining to order.

Consent Agenda

Chair Simon presented the consent agenda consisting of the minutes of the January 28, 2020 meeting; adoption of initial proposals for a successor collective bargaining agreement with Bargaining Unit 4, Academic Professionals of California; and adoption of initial proposals for a successor collective bargaining agreement with Bargaining Unit 10, the International Union of Operating Engineers, Stationary Engineers, Local 39. The consent agenda was approved as submitted.

Chair Simon adjourned the committee meeting.

***PLEASE NOTE: Due to the Governor's proclamation of a State of Emergency resulting from the threat of COVID-19, and pursuant to the Governor's Executive Orders N-25-20 and N-29-20 issued on March 12, 2020 and March 17, 2020, respectively, all members of the Board of Trustees may participate in meetings remotely, either by telephonic or video conference means. Out of consideration for the health, safety and well-being of the members of the public and the Chancellor's Office staff, the March 24, 2020 meeting of the CSU Board of Trustees was conducted entirely virtually via Zoom teleconference.**

COMMITTEE ON COLLECTIVE BARGAINING

Adoption of Initial Proposals for a Successor Collective Bargaining Agreement with Bargaining Unit 1, Union of American Physicians and Dentists

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 1, Union of American Physicians and Dentists, 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 1, Union of American Physicians and Dentists, is hereby adopted.



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

Between

**The Board of Trustees Of
The California State University And
Union of American Physicians and Dentists
(Bargaining Unit 1)**

May 2020

**Bargaining Unit 1
2020 Successor Agreement Negotiations
California State University Bargaining Proposals**

ARTICLE 2 – Definition

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

ARTICLE 6 – Union Rights

- Review current procedures and amend as appropriate in relation to the information to the union; union leave; and resources for union business.

ARTICLE 8 – Grievance Procedures

- The University will make proposals to amend the grievance procedure to increase efficiency and effectiveness.

ARTICLE 11 - Employee Status

- The University will make proposals that preserve flexibility to make bargaining unit appointments and are consistent with the operational needs of the appointing campus.

ARTICLE 14 – Sick Leave

- Review current contractual provisions and amend as appropriate in relation to use and reporting of accrued sick leave.

ARTICLE 15 – Leaves of Absence with Pay

- Review current contractual provisions and amend as appropriate to ensure compliance with various state and federal laws, and in relation to use and reporting of employee leaves with pay.

ARTICLE 16 – Leaves of Absence without Pay

- Review current contractual provisions and amend as appropriate to ensure compliance with various state and federal laws, and in relation to use and reporting of employee leaves without pay.

ARTICLE 19 - Salary

- The CSU may make proposals to amend the salary Article, including but not limited to employee salary rates and in-range progression procedures.

ARTICLE 20 - Benefits

- The University will make proposals to modify employee benefits.

ARTICLE 22 - Vacation

- Review current contractual provisions and amend as appropriate in relation to use and reporting of accrued employee vacation.

ARTICLE 25 - Layoff

- Review current contractual provisions in relation to layoffs and amend as appropriate ensuring that existing processes and procedures contained in this Article are operationally efficient and provide the necessary institutional flexibility as well as procedural and definitional clarity.

ARTICLE 26 – General Provisions

- Review current contract provisions in relation to non-discrimination and amend as required to be consistent with federal and state law as well as the CSU Executive Order and policies.

ARTICLE 28 - Duration and Implementation

- The University will make proposals regarding 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 to, modify, or delete proposals for any/all Articles during negotiations, in accordance with applicable laws.



UNION OF AMERICAN PHYSICIANS AND DENTISTS

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EXECUTIVE DIRECTOR

April 27th, 2020

To: Joseph Jelincic
Senior Manager of System Wide Labor Relations/Collective Bargaining Specialist

From: Patricia Castillo,
UAPD Senior Representative, Chief Negotiator

Re: Sunshine Proposals

Dear Joseph,

UAPD wishes to sunshine the following articles for upcoming negotiations.

- Article 1: Recognition
- Article 2: Definitions
- Article 3: Effects of Bargaining
- Article 4: Savigs Clause
- Article 5: Management Rights
- Article 6: Union Rights
- Article 7: Concerted Activities
- Article 8: Grievance Procedure
- Article 9: Personal File
- Article 10: Progressive Discipline, Temporary Suspension
- Article 11: Employee Status
- Article 12: Assignment/Reassignment
- Article 13: Evaluation
- Article 14: Sick Leave
- Article 15: Leave of Absence With Pay
- Article 16: Leave of Absence Without Pay
- Article 17: Unathorized Leaves of Absence
- Article 18: Hours of Work
- Article 19: Salary

Attachment B
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Article 20: Benefits
Article 21: Holidays
Article 22: Vacation
Article 23: Professional Development
Article 24: Health and Safety
Article 25: Layoff
Article 26: General Provisions
Article 27: Labor and Management Committees
Article 28: Duration and Implementation

SIDE LETTER-DEA REGISTRATION REQUEST
APPENDIX A SALARY SCHEDULE
APPENDIX B SUPERSESSON
SIDE LETTER AGREEMENT #1

Add:

New Article: Hazard Pay/Emergency Bonus

New Article : Telehealth

New Article: Defense and Indemnification /Legal Representation

UAPD reserves their right to introduce new articles if through the course of bargaining either party identifies a need to introduce. Further UAPD will be forwarding a separate information request.

Respectfully,



Patricia Castillo
UAPD Senior Representative/Chief Negotiator

cc: Stuart A. Bussey, M.D., J.D., UAPD President
Doug Chiappetta, M.A., UAPD Executive Director
Chris Ige, UAPD Regional Administrator
Chritina Checél, CSU Vice Chancellor HR & ER

COMMITTEE ON COLLECTIVE BARGAINING

Adoption of Initial Proposals for a Successor Collective Bargaining Agreement with Bargaining Unit 11, United Auto Workers Local 4123

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 11, United Auto Workers Local 4123, 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 11, United Auto Workers Local 4123 is hereby adopted.



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

Between

**The Board of Trustees Of
The California State University And
United Auto Workers Local 4123
(Bargaining Unit 11)**

May 2020

**Bargaining Unit 11
2020 Successor Agreement Negotiations
California State University Bargaining Proposals**

Article 3 – Benefits

- The University will make proposals to amend benefits.

Article 14 – Leaves of Absence

- The University will make proposals to amend leaves of absence.

Article 16 – Non-Discrimination

- The University will make proposals to amend the non-discrimination article to be consistent with CSU Executive Order processes and prevailing law.

Article 18 – Salary

- The University may make proposals to amend salary.

Article 23 – Union Access

- The University will make proposals in relation to union access.

Article 26 – Workload

- The University will make proposals to amend workload.

Article 27 – Duration

- The University will make proposals to amend duration.

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 to, modify, or delete proposals for any/all Articles during negotiations, in accordance with applicable laws.



UAW Local 4123
2234 N Bellflower Blvd # 15677
Long Beach, CA 90815
Phone: (916) 498-8452
Email: union@uaw4123.org
Website: www.uaw4123.org

UAW Local 4123, the Union for Instructional Student Assistants, Graduate Assistants, and Teaching Associates presents the following initial bargaining demands for ratification.

- 1). Provide Compensation and Benefits that provides a living wage and reduces debt for student workers.
 - Provide Academic Student Employees with a living wage and benefits to eliminate food insecurity and homelessness.
 - Provide Tuition Waivers to all Academic Student Employees as a condition of employment
 - Workload that provides compensation for all hours worked.
 - Guarantee minimum hours for all appointments.
- 2). Develop workplace conditions that promote safety, diversity, and access
 - Reduce sexual harassment in the workplace and ensure that victims have timely, accountable investigations of their claims.
 - Ensure a safe work environment and proper PPE for all in person instruction
 - Stronger regulation and measures to stop bullying and sexual harassment from supervisors
- 3). Better benefits and services for Academic Student Employees
 - Provide Parental Leave and Sick Leave for all Academic Student Employees
 - Provide Paid Time Off for all Academic Student Employees
 - Better substitute work support when you are sick and unable to work

NOTE: The Union reserves the right to submit proposals on additional bargaining topics not specifically listed here.