

AGENDA

COMMITTEE ON COLLECTIVE BARGAINING

Meeting: 9:45 a.m., Tuesday, May 18, 2021
Virtually via Teleconference—Closed Session
Government Code §3596(d)

11:30 a.m., Tuesday, May 18, 2021
Virtually via Teleconference—Open Session

Christopher Steinhauser, Chair
Douglas Faigin, Vice Chair
Debra S. Farar
Wenda Fong
Jack McGrory
Peter J. Taylor

Open Session— Virtually via Teleconference

- Consent**
1. Approval of Minutes of the Meeting of November 17, 2020, *Action*
 2. 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**

November 17, 2020

Members Present

Christopher Steinhauser, Chair
Douglas Faigin, Vice Chair
Debra S. Farar
Wenda Fong
Jack McGrory
Peter J. Taylor

Lillian Kimbell, Chair of the Board
Timothy P. White, Chancellor

Public Speakers

Due to the virtual format of the November 17-18, 2020 meeting, all public comment took place at the beginning of the meeting's open session prior to all committees. There were ten (10) speakers who commented on items related to Collective Bargaining.

Chair Steinhauser called the Committee on Collective Bargaining to order.

Consent Agenda

Chair Steinhauser presented the consent agenda consisting of the minutes of the September 22, 2020 meeting; and noted agenda item 2, ratification of the successor collective bargaining agreement with Bargaining Unit 8, the Statewide University Police Association was amended; and Trustees received the amended item, which was publicly posted. The consent agenda was approved as submitted.

Chair Steinhauser then 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 November 17-18, 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 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 2021

**Bargaining Unit 11
2021 Successor Agreement Negotiations
California State University Bargaining Proposals**

Article 2 – Appointments, Posting and Notification

- The University will make proposals to amend appointments, posting, and notification.

Article 3 – Benefits

- The University will make proposals to amend benefits.

Article 10 – Grievance Procedure

- The University will make proposals to amend the grievance procedure.

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 to be consistent with CSU Executive Order Processes and prevailing law.

Article 18 – Salary

- The University may make proposals to amend to salary.

Article 22 – Training

- The University will make proposals to amend training.

Article 23 – Union Access

- The University will make proposals to amend 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 the course of negotiations, in accordance with applicable laws.



UAW Local 4123 Initial Bargaining Demands 2021

In the midst of the pandemic, these demands are intended to ensure greater security needed for all Student Workers to be able to conduct the high-quality instruction and research that improves the CSU system as a whole and our broader communities.

Economic Justice for Academic Student Workers

- Compensation that reflects the vital roles Academic Student Workers play in the CSU and addresses food and housing insecurity.
- Guaranteed minimum hours for hourly Student Workers.
- Greater transparency and better notice of responsibilities and expectations to Student Workers, such as providing a description of hours, duties, and pay upon appointment.
- Financial stability for Student Workers through tuition waivers and year-long appointments.

A Healthy and Safe Workplace

- Ensure Academic Student Workers with a safe work environment, free from hostile behaviors and academic retaliation.
- Improved access to health benefits and waive campus health center fees to increase access to healthcare for Student Workers.
- Easy access to free COVID-19 vaccines for all workers and students on campuses and rigorous COVID-19 testing and contact tracing on all campuses.

- Provide all Academic Student Workers with mandatory union orientations every term so that every Academic Student Worker is educated on their rights.

Substantial Diversity, Equity, and Inclusion Programs

- Underrepresented Student Workers -- particularly Black, Indigenous, Latinx, AAPI, disabled, trans, and queer student workers -- continue to face significant experiences with inequity and discrimination at CSU. CSU needs to address the underlying structural sources of inequity, utilizing approaches that go beyond mere compliance, and empowering workers to address issues effectively.
- CSU administration needs to protect and support international, DACA, and undocumented students by providing concrete resources such as guaranteeing the security of pay and benefits regardless of changes in visa or immigration status and access to free legal assistance for visa and immigration issues.

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