

## AGENDA

### COMMITTEE ON COLLECTIVE BARGAINING

**Meeting:** 9:45 a.m., Tuesday, January 25, 2022  
Virtually via Teleconference—Closed Session  
Government Code §3596(d)

2:05 p.m., Tuesday, January 25, 2022  
Virtually via Teleconference—Open Session

Debra S. Farar, Chair  
Lateefah Simon, Vice Chair  
Adam Day  
Douglas Faigin  
Jack McGrory  
Christopher Steinhauser

#### Open Session—Virtually via Teleconference

- Consent**
1. Approval of Minutes of the Meeting of November 9, 2021, *Action*
  2. Ratification of the Successor Collective Bargaining Agreement with Bargaining Unit 3, California Faculty Association (CFA), *Action*
  3. Adoption of Initial Proposals for a Successor Collective Bargaining Agreement with Bargaining Units 2, 5, 7, 9, California State University Employees Union (CSUEU), *Action*
  4. Adoption of Initial Proposals for a Successor Collective Bargaining Agreement with Bargaining Unit 8, State University Police Association (SUPA), *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 9, 2021**

**Members Present**

Debra S. Farar, Chair  
Lateefah Simon, Vice Chair  
Adam Day  
Douglas Faigin  
Jack McGrory  
Christopher Steinhauser

Lillian Kimbell, Chair of the Board  
Joseph I. Castro, Chancellor

**Public Speakers**

Public comment took place at the beginning of the meeting's open session, prior to all committees.

Chair Farar called the Committee on Collective Bargaining to order.

**Approval of the Consent Agenda**

The minutes of the May 18, 2021, meeting were approved as submitted.

Agenda item 2, Ratification of the Successor Collective Bargaining Agreement with Bargaining Unit 10, International Union of Operating Engineers, Stationary Engineers (IUOE), Local 39, AFL-CIO, was approved as submitted.

Agenda Item 3, Ratification of the Successor Collective Bargaining Agreement with Bargaining Unit 11, United Auto Workers, Local 4123 (UAW), was approved as submitted.

CB

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Agenda Item 4, Adoption of Initial Proposals for a Successor Collective Bargaining Agreement with Bargaining Unit 6 (Skilled Crafts), Teamsters Local 2010, was approved as submitted.

Chair Farar adjourned the meeting of the Committee on Collective Bargaining.

## **COMMITTEE ON COLLECTIVE BARGAINING**

### **Ratification of the Successor Collective Bargaining Agreement with Bargaining Unit 3, California Faculty Association (CFA)**

#### **Presentation By**

Evelyn Nazario  
Vice Chancellor  
Human Resources

#### **Summary**

The successor collective bargaining agreement between the California State University and Bargaining Unit 3, California Faculty Association (CFA), will be presented to the Board of Trustees for ratification.

#### **Recommended Action**

The following resolution is recommended for ratification:

**RESOLVED**, by the Board of Trustees of the California State University, that the successor collective bargaining agreement between the California State University and Bargaining Unit 3, California Faculty Association (CFA), is hereby ratified.

## **COMMITTEE ON COLLECTIVE BARGAINING**

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

#### **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 Units 2, 5, 7 and 9, California State University Employees Union (CSUEU), 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 Units 2, 5, 7, and 9, California State University Employees Union (CSUEU), 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**

**(Bargaining Units 2, 5, 7 & 9)**

**January 2022**

**Bargaining Units 2, 5, 7 & 9  
2022 Successor Agreement Negotiations  
California State University Bargaining Proposals**

**Article 5 – Union Rights**

- Incorporate AB 119 requirements into the CBA.

**Article 17 – Assignment/Reassignment**

- Amend current contractual provisions in relation to employee assignments and reassignments.

**Article 18 – Hours of Work**

- Amend current contractual provisions in relation to establishing and assigning work schedules for employees consistent with prevailing law and campus operational needs.

**Article 20 – Salary**

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

**Article 21 – Benefits**

- The CSU will make proposals to amend the benefits Article.

**Article 24 – Layoff**

- Provide clarity to existing language regarding work notice requirements allowing for easier implementation and better understanding of rights and requirements.

**Article 25 – Non-Discrimination**

- Ensure consistency with CSU Executive Order processes and prevailing law.

**Article 29 – Duration and Implementation**

- The CSU will make proposals on the duration of a 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 during the course of negotiations, in accordance with applicable laws.**





CSUEU's Units 2, 5, 7 and 9 Sunshine Proposal  
CSUEU-CSU Reopener Bargaining

Pursuant to Article 29.2 of the 2018 – 2020 Collective Bargaining Agreement between the California State University Employees Union (CSUEU) and the Board of Trustees of the California State University (CSU) extended by mutual agreement of the parties to expire June 30, 2022, CSUEU presents this initial proposal to open the following articles and commence bargaining. CSUEU reserves the right to add to, modify or delete these proposals and to introduce new proposals during the course of negotiations.

Article 3: Management Rights

- The Union will propose revisions to stop our jobs being outsourced.

Article 9: Employee Status

- The Union will propose revisions to allow our members to advance their skills and careers.

Article 20: Salary

- The Union will propose revisions to create a salary structure that recognizes, retains, and advances experience and loyalty to CSU.

Article 22: Professional Development

- The Union will propose revisions to create opportunities for CSU employees to reach their full potential.

## **COMMITTEE ON COLLECTIVE BARGAINING**

### **Adoption of Initial Proposals for a Successor Collective Bargaining Agreement with Bargaining Unit 8, State University Police Association (SUPA)**

#### **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 8, State University Police Association (SUPA), 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 8, State University Police Association (SUPA), is hereby adopted.

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

**Between**

**The Board of Trustees  
Of**

**The California State University**

**And**

**The Statewide University Police Association  
(Unit 8)**

## **Unit 8**

### **2022 Successor Agreement Negotiations**

### **California State University Bargaining Proposals**

#### **ARTICLE 5 – Association Rights**

The University will propose amendments to the existing article to improve operational effectiveness and to promote efficiency and fairness.

#### **ARTICLE 7 – Grievance Procedure**

The University will propose amendments to the existing article to improve operational effectiveness and to promote efficiency.

#### **ARTICLE 11 – Probationary Period**

The University will propose amendments to the existing article to improve operational effectiveness and to promote efficiency and fairness while keeping campuses safe and secure.

#### **ARTICLE 13 – Hours of Work, Overtime and Scheduling**

The University will propose amendments to the existing article to improve operational effectiveness and to promote efficiency and fairness while keeping campuses safe and secure.

#### **ARTICLE 17 – Benefits**

The University will make proposals in relation to employee benefits.

#### **ARTICLE 19 – Holidays**

The University will propose amendments to the existing article to comply with regulations.

#### **ARTICLE 21 – Salary**

The University will make proposals on salary.

## **ARTICLE 22 – Leaves of Absence with Pay**

The University will propose amendments to the existing article that are consistent with an existing Memorandum of Understanding.

## **ARTICLE 27 – Non-Discrimination**

The University will propose amendments to the existing article to comply with new laws and regulations, to promote fairness and for clarity.

**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.**

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CRAIG E. JOHNSON  
BRIAN A. DIXON  
STEVEN W. WELTY  
STUART C. WOO  
DAVID E. MASTAGNI  
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MONTANA MASSONE  
SUCHETA ROY

January 10, 2022

*Via Electronic Mail Only*

Joseph Jelincic, Senior Director, Collective Bargaining Labor & Employee Relations  
The California State University  
Office of the Chancellor  
401 Golden Shore  
Long Beach, California 90802-4210  
Email: [jjelincic@calstate.edu](mailto:jjelincic@calstate.edu)

**Re: State University Police Association's Initial Proposals for 2022 Successor  
Bargaining Agreement  
Our File No. RET/21-1013**

Dear Mr. Jelincic:

Pursuant to Article 30 of the Collective Bargaining Agreement between the California State University Police Association (SUPA) and the Board of Trustees of the California State University, SUPA presents this list of initial proposals to commence bargaining for a successor agreement. The current agreement is set to expire on June 30, 2022.

**ARTICLE 2, DEFINITIONS:**

- To clean up the language.

**ARTICLE 5, ASSOCIATION RIGHTS:**

- SUPA will be proposing to modify, clean up and update items throughout this Article.

**ARTICLE 7, GRIEVANCE PROCEDURE:**

- Agree to list of arbitrators

**ARTICLE 10, EMPLOYEE SAFETY:**

- Update details and minimum specifications of equipment.

**ARTICLE 11, PROBATIONARY PERIOD:**

- SUPA will be proposing to clean up the language and update the probationary period for lateral moves.

KNS to CSU  
January 10, 2022  
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ARTICLE 13, HOURS OF WORK, OVERTIME, AND SCHEDULING:

- SUPA will be proposing modifications to the work period and work scheduling process as well as the overtime process.

ARTICLE 17, BENEFITS:

- SUPA will be proposing to modify and in some cases, increase the benefits listed in this Article.
- SUPA will also be proposing to clarify and clean up some of the language in this Article.

ARTICLE 18, VACATION:

- SUPA will be proposing modifications and increases to the accrual and use sections of this Article.

ARTICLE 19, HOLIDAYS:

- SUPA will be proposing language clean up and modifications.

ARTICLE 20, EMPLOYEE EDUCATION:

- SUPA will be proposing to increase the maximum age for dependent children.

ARTICLE 21, SALARY:

- SUPA will be proposing changes throughout this Article and to increase compensation.

ARTICLE 22, LEAVES OF ABSENCE WITH PAY:

- SUPA will be proposing minor modifications and language clean up throughout this Article.

ARTICLE 23, LEAVES OF ABSENCE WITHOUT PAY:

- SUPA will be proposing language clean up in this Article.

SUPA reserves the right to add to, modify or delete these proposals, as well as to introduce new proposals during the course of negotiations.

Sincerely,

**MASTAGNI HOLSTEDT, A.P.C.**



KATHLEEN N. MASTAGNI STORM  
Attorney at Law

JJC/KNS/saw

CC: Julie Doi, Director of Labor Relations (via email only: [jdoi@calstate.edu](mailto:jdoi@calstate.edu))  
Matt Kroner, SUPA President (via email only: [president@supapolice.org](mailto:president@supapolice.org))