

## **ARTICLE 1**

### **RECOGNITION**

- 1.1 The Trustees of The California State University (CSU) recognize the California State University Employees Union (CSUEU), Service Employees International Union (SEIU) Local 2579, the Union, as the sole and exclusive bargaining representative for Bargaining Units 2, 5, 7 and 9, which includes the employees in classifications described in Appendix A of this Agreement.
- 1.2 The parties further agree that management, supervisory, and confidential employees as defined in the Higher Education Employer-Employee Relations Act of 1978 (HEERA) are excluded from the bargaining units.
- 1.3 The parties agree that employees in classifications described in Appendix A of this Agreement appointed for ninety (90) days or less are excluded from the bargaining units and are not covered by the terms of this Agreement.
- 1.4 The parties may mutually agree in writing to modify the unit to include or delete classification(s). If the parties disagree as to the inclusion or deletion of classification(s), either party may seek a unit modification pursuant to the procedures established by the Public Employment Relations Board (PERB).
- 1.5 The University reserves the right at any time to move a position into a Confidential classification when the duties are consistent with the Confidential designation as defined in HEERA. The Union reserves the right to challenge before PERB whether a position designated by the University is confidential within the meaning of HEERA. Any Confidential employee whose duties are changed to remove confidential duties as defined in HEERA shall be appointed by the University to the classification and bargaining unit appropriate to the duties of the assignment.