



CSUEU-CSU Full Contract Bargaining  
CSUEU's Sunshine Proposals  
January 15, 2014

Pursuant to Article 29 of the Collective Bargaining Agreement between the California State University Employees Union (CSUEU) and the Board of Trustees of the California State University (CSU), CSUEU presents this list of initial proposals to commence bargaining for a successor agreement between the parties that is set to expire on June 30, 2014. CSUEU reserves the right to add to, modify or delete these proposals and to introduce new proposals during the course of negotiations.

Article 2: Definitions

- The Union will propose amendments to the definitions of terms within the agreement.

Article 3: Management Rights

- The Union will propose amendments to address the contracting out of bargaining unit work.

Article 7 – Grievance Procedure

- The Union will propose revisions to achieve the more efficient, timely processing of grievances.

Article 9: Employee Status

- The Union will propose amendments to address the systemic abuse of temporary status appointments.
- The Union will propose amendments to improve opportunities for career advancement and to protect against misclassification.

Article 10: Employee Performance

- The Union will propose amendments to improve the accuracy, consistency, and fairness of the evaluation process.

Article 11 – Personnel File

- The Union will propose amendments regarding the retention of personnel records.

Article 14: Vacations and Holidays

- The Union will propose amendments to address the problems with the vacation accrual cap and other issues involving leave.

Article 15: Leaves of Absence with Pay

- The Union will propose revisions to leave procedures.



#### Article 17: Assignment/Reassignment

- The Union will propose to revise processes relating to work assignments and classifications and to clarify the role of student assistants.

#### Article 18: Hours of Work

- The Union will propose amendments to revise and update contract sections regarding excessive workload.
- The Union will seek to increase employees' access to telecommuting and flexible work schedules and to protect them from unreasonable schedule changes.
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#### Article 20: Salary

- The Union will propose amendments, including cost of living adjustments, to the current salary structure in order to promote recruitment, retention and equity in the workforce.
- The Union will seek to increase the opportunity for employees to move through their salary ranges.

#### Article 22: Professional Development

- The Union will propose amendments to improve access to job-related training and career development opportunities.

#### Article 29

- Proposals regarding the duration and implementation of the Agreement will be determined during bargaining.

#### Appendices and Side Letters

- Review and update as necessary.

Finally, the Union will propose amendments to address the problem of abusive behavior and bullying in the workplace.