

AGENDA

COMMITTEE ON COLLECTIVE BARGAINING

Meeting: 10:00 a.m., Tuesday, November 7, 2023
Munitz Conference Room—Closed Session
Government Code §3596(d)

2:15 p.m., Tuesday, November 7, 2023
Glenn S. Dumke Auditorium—Open Session

Christopher Steinhauser, Chair
Jack Clarke, Jr., Vice Chair
Larry L. Adamson
Julia I. Lopez
Lateefah Simon

Open Session—Glenn S. Dumke Auditorium

- Consent**
1. Approval of Minutes of the Meeting of May 23, 2023, *Action*
 2. Ratification of the Tentative Agreement with Bargaining Unit 8, State University Police Association (SUPA), *Action*
 3. Ratification of the Tentative Agreement with Bargaining Unit 11, United Auto Workers, Local 4123 (UAW), *Action*
 4. Ratification of the Tentative Agreement with Bargaining Units 2, 5, 7, and 9, California State University Employees Union (CSUEU), *Action*
 5. Ratification of the Tentative Agreement with Bargaining Unit 4, Academic Professionals of California (APC), *Action*
 6. Ratification of the Tentative Agreement with Bargaining Unit 10, International Union of Operating Engineers (IUOE), *Action*
 7. Adoption of Initial Proposals for a Successor Collective Bargaining Agreement with Bargaining Unit 3, California Faculty Association (CFA), *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**

May 23, 2023

Members Present

Christopher Steinhauser, Chair
Jack Clarke, Jr., Vice Chair
Larry L. Adamson
Julia I. Lopez
Lateefah Simon

Wenda Fong, Chair of the Board
Jolene Koester, Interim Chancellor

Public Speakers

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

Chair Steinhauser called the Committee on Collective Bargaining to order.

Approval of the Consent Agenda

The minutes of the November 15, 2022 meeting were approved as submitted.

Agenda Item 2, Adoption of Initial Proposals for a Successor Collective Bargaining Agreement with Bargaining Unit 11, United Auto Workers, Local 4123 (UAW), was approved as submitted.

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

COMMITTEE ON COLLECTIVE BARGAINING

Ratification of the Tentative Agreement with Bargaining Unit 8, State University Police Association (SUPA)

Presentation By

Leora D. Freedman
Vice Chancellor
Human Resources

Summary

The tentative agreement between the California State University and Bargaining Unit 8, State University Police Association (SUPA), 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 tentative agreement between the California State University and Bargaining Unit 8, State University Police Association (SUPA), is hereby ratified.

COMMITTEE ON COLLECTIVE BARGAINING

Ratification of the Tentative Agreement with Bargaining Unit 11, United Auto Workers, Local 4123 (UAW)

Presentation By

Leora D. Freedman
Vice Chancellor
Human Resources

Summary

The tentative agreement between the California State University and Bargaining Unit 11, United Auto Workers, Local 4123 (UAW), 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 tentative agreement between the California State University and Bargaining Unit 11, United Auto Workers, Local 4123 (UAW), is hereby ratified.

COMMITTEE ON COLLECTIVE BARGAINING

Ratification of the Tentative Agreement with Bargaining Units 2, 5, 7, and 9, California State University Employees Union (CSUEU)

Presentation By

Leora D. Freedman
Vice Chancellor
Human Resources

Summary

The tentative 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 ratification.

Recommended Action

The following resolution is recommended for ratification:

RESOLVED, by the Board of Trustees of the California State University, that the tentative agreement between the California State University and Bargaining Units 2, 5, 7, and 9, California State University Employees Union (CSUEU), is hereby ratified.

COMMITTEE ON COLLECTIVE BARGAINING

Ratification of the Tentative Agreement with Bargaining Unit 4, Academic Professionals of California (APC)

Presentation By

Leora D. Freedman
Vice Chancellor
Human Resources

Summary

The tentative agreement between the California State University and Bargaining Unit 4, Academic Professionals of California (APC), 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 tentative agreement between the California State University and Bargaining Unit 4, Academic Professionals of California (APC), is hereby ratified.

COMMITTEE ON COLLECTIVE BARGAINING

Ratification of the Tentative Agreement with Bargaining Unit 10, International Union of Operating Engineers (IUOE)

Presentation By

Leora D. Freedman
Vice Chancellor
Human Resources

Summary

The tentative agreement between the California State University and Bargaining Unit 10, International Union of Operating Engineers (IUOE), 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 tentative agreement between the California State University and Bargaining Unit 10, International Union of Operating Engineers (IUOE), is hereby ratified.

COMMITTEE ON COLLECTIVE BARGAINING

Adoption of Initial Proposals for a Successor Collective Bargaining Agreement with Bargaining Unit 3, California Faculty Association (CFA)

Presentation By

Leora D. Freedman
Vice Chancellor
Human Resources

Summary

The initial proposals for a 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 adoption. The proposals are attached to this item.

Recommended Action

The following resolution is recommended for ratification:

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

The California State University's
Initial Collective Bargaining
Proposals

Between

The Board of Trustees

Of

The California State University

And

California Faculty Association

(Bargaining Unit 3)

November 2023

**Bargaining Unit 3
2024 Successor Agreement Negotiations
California State University Bargaining Proposals**

Preamble

- Review the terms of the preamble to the extent that it references matters within the scope of representation.

ARTICLE 2 – Definitions

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

ARTICLE 6 – CFA’s Rights

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

ARTICLE 10 – Grievance Procedure

- The CSU will make proposals to amend grievance procedures to increase efficiency and effectiveness and ensure compliance with applicable federal and state law.

ARTICLE 11 – Personnel File

- Review and amend as appropriate current contractual provisions in relation to the procedures and usage of personnel files.

ARTICLE 12 – Appointment

- The CSU will seek to conduct a comprehensive review of Article 12 including, but not limited to, the appointment of temporary faculty; evaluation of temporary faculty; the order of assignment of work; and range elevation.

ARTICLE 15 – Evaluation

- The CSU will make proposals in relation to the evaluation process for faculty.

ARTICLE 16 – Non-Discrimination

- Review current language in light of operative and evolving law and any applicable recommendations from the Cozen O’Connor assessment and the California State Auditor’s report.

ARTICLE 17 – Temporary Suspension

- The CSU will make proposals to increase operational effectiveness with regards to temporary suspensions.

ARTICLE 18 – Reprimands

- The CSU will make proposals related to clarity and consistency of reprimands.

ARTICLE 19 – Disciplinary Action Procedure

- The CSU will make proposals to amend disciplinary action procedure to increase efficiency and effectiveness and ensure compliance with applicable federal and state law.

ARTICLE 20 – Workload

- The CSU will seek to conduct a comprehensive review of Article 20 including, but not limited to, assignment of professional responsibilities; probationary faculty instructional assignments; and substitute assignments.

ARTICLE 21 – Summer Term Employment

- The CSU will make proposals to amend provisions relating to Summer Term Employment.

ARTICLE 22 – Leaves of Absence without Pay

- Review and amend as appropriate current contractual provisions in relation to use and reporting of employee leaves without pay.

Article 23 – Leaves of Absence with Pay

- Review and amend as appropriate current contractual provisions in relation to use and reporting of employee leaves with pay.

Article 26 – Fee Waiver

- Review and amend as appropriate current contractual provisions in relation to fee waiver.

ARTICLE 27 – Sabbatical Leave

- Review and amend as appropriate provisions of sabbatical leave.

ARTICLE 29 – Faculty Early Retirement Program

- Review and amend as appropriate provisions of the Faculty Early Retirement Program.

ARTICLE 31 – Salary

- The CSU will make proposals to amend the salary Article, including but not limited to employee salary rates.

ARTICLE 32 – Benefits

- The CSU will make proposals in relation to employee benefits.

ARTICLE 36 – Additional Employment

- The CSU will make proposals in relation to additional employment.

ARTICLE 39 – Intellectual Property Rights

- The CSU will propose a full revision of the way that the Agreement deals with intellectual property rights.

ARTICLE 40 – Extension For-Credit Employment

- The CSU will make proposals in relation to extension employment.

ARTICLE 41 – Duration and Implementation

- The CSU will make proposals on the duration of any successor Agreement.

Side Letters and Memoranda of Understanding

The CSU will review all Appendices, Memoranda of Understanding; and Forms 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.



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October 23, 2023

BY EMAIL AND US POSTAL SERVICE

Mr. Joseph Jelincic
Associate Vice Chancellor, Collective Bargaining
The California State University
401 Golden Shore
Long Beach, CA 90802

RE: Successor Bargaining

Dear Mr. Jelincic,

As you know, our Collective Bargaining Agreement provides, per Article 41.2, that we supply written notice of our intent to commence negotiations on a successor contract between October 1, 2023, and November 30, 2023. We are reaching out to you this week to provide such notification, and to ask that the Board of Trustees take up this topic when the Committee on Collective Bargaining meets in November.

Given the state of on-going reopener negotiations, we are unable to predict what additional changes we may seek in the current contract. As such, the California Faculty Association Board of Directors has voted unanimously to open every article of the contract for successor negotiations, including Salary, for July 1, 2024 forward. We will communicate any changes to our intent to bargain once we have had the opportunity to analyze the results of reopener negotiations this year and after we have had the opportunity to consult with our members.

Sincerely,

A handwritten signature in blue ink that reads 'Kathy Sheffield'. The signature is written in a cursive, flowing style.

Kathy Sheffield

Interim General Manager/Director of Representation and Bargaining

Cc: Dr. Kevin Wehr, CFA Chair of Bargaining
California State University Board of Trustees