

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

Between

The Board of Trustees

Of

The California State University

And

Bargaining Unit 10

International Union of Operating Engineers

March 21, 2017

Bargaining Unit 10

2017 Successor Agreement Negotiations

California State University Bargaining Proposals

ARTICLE 2 – Definitions

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

ARTICLE 8- Non-Discrimination

- Review and amend as appropriate current contractual provisions in relation to non-discrimination so as to be consistent with CSU Executive Order processes and prevailing law.

ARTICLE 9 – Grievance Procedure

- The CSU will make proposals to amend grievance procedure to increase efficiency and effectiveness.

Article 22 –Assignment/Reassignment

- Review and amend as appropriate current contractual provisions in relation to assignment and reassignment.

ARTICLE 24- Salary

- The CSU will make proposals to amend the salary Article, including but not limited to employee salary rates and in-range progressions procedures.

ARTICLE 25- Benefits

- Review and amend as appropriate current contractual provisions in relation to employee benefits consistent with system and campus operational needs, and prevailing law.

ARTICLE 31 - Duration and Implementation

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

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.