

## **California State University: Initial Proposals for Successor Contract Negotiations with Bargaining Unit 6 (State Employee Trades Council)**

### **Article 1 – Recognition**

Review relevancy of classifications and propose amendments as appropriate.

### **Article 4 – Contracting Out**

Modify language to provide operational flexibility and efficiencies in the way that work is contracted out.

### **Article 6 – Non-Discrimination**

Align with current law and in conformity with Executive Orders.

### **Article 7 –Union Rights**

Modify notice period for requesting union leave.

### **Article 9 – Grievance Procedure**

Review process and propose amendments consistent with having grievances resolved in a timely manner and at the lowest level possible.

### **Article 10 - Appointment**

Modify language allowing for temporary, limited hourly and emergency appointments and other associated language. Clean up language that is no longer applicable.

### **Article 11 - Probationary Period**

Modify language related to permanent appointment status.

### **Article 13 – Personnel File**

Update language to reflect technological changes.

### **Article 16 – Vacation**

Modify to conform to current practice.

### **Article 18 – Leaves of Absence**

Modify for consistency parental leave for those on compressed or alternate work schedules.

### **Article 20 – Assignment/Reassignment**

Modify temporary assignments and other associated language.

### **Article 22 – Hours of Work**

Align language to coincide with the date referenced in the agreement. Modify language that restricts operations and assignments. Modify and revise language that refers to CSU meal policy.

**Article 24 – Salary**

Propose a salary adjustment to all bargaining unit employees to be developed in bargaining.

**Article 25 – Benefits**

Review Benefits article and propose amendments to be developed in bargaining as appropriate.

**Article 26 – Apprenticeship Program**

Add Troops to Trade Program applicable to all campuses.

**Article 27 – Training and Development**

Clarify existing language provisions.

**Article 28 – Health & Safety**

Clarify existing language and the use and wearing of protective clothing. Remove and align language to campus-based policy.

**Article 30 – Layoff**

Modify re-employment rights and other associated language.  
Modify rehire list language.

**Article 32 - Duration and Implementation**

Modify and revise the term of the contract and other associated language.

**Appendices** –Update, modify and delete where no longer relevant or applicable.

The University reserves the right to add to, modify, or delete proposals during the course of negotiations without prejudice.

---