

## AGENDA

### COMMITTEE ON COLLECTIVE BARGAINING

**Meeting:** 8:30 a.m., Tuesday, May 21, 2024  
Munitz Conference Room—Closed Session  
Government Code §3596(d)

2:45 p.m., Tuesday, May 21, 2024  
Glenn S. Dumke Auditorium—Open Session

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

#### **Open Session—Glenn S. Dumke Auditorium**

- Consent**
1. Approval of Minutes, *Action*
  2. Adoption of Initial Proposals for a New Collective Bargaining Agreement with Bargaining Unit 15 (Student Assistants), California State University Employees Union (CSUEU), *Action*

**MINUTES OF THE MEETING OF THE  
COMMITTEE ON COLLECTIVE BARGAINING**

**Trustees of the California State University  
Office of the Chancellor  
Glenn S. Dumke Auditorium  
401 Golden Shore  
Long Beach, California**

**March 26, 2024**

**Members Present**

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

Wenda Fong, Chair of the Board  
Mildred García, 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 January 30, 2024 meeting were approved as submitted.

The minutes of the March 4, 2024 meeting were approved as submitted.

Agenda Item 3, Adoption of Initial Proposals for a Successor Collective Bargaining Agreement with Bargaining Unit 4, Academic Professionals of California (APC), was approved as submitted.

CB

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Agenda Item 4, Adoption of Initial Proposals for a Successor Collective Bargaining Agreement with Bargaining Unit 10, International Union of Operating Engineers (IUOE), was approved as submitted.

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

**COMMITTEE ON COLLECTIVE BARGAINING**

**Adoption of Initial Proposals for a New Collective Bargaining Agreement with Bargaining Unit 15 (Student Assistants), California State University Employees Union (CSUEU)**

**Presentation By**

Leora D. Freedman  
Vice Chancellor  
Human Resources

**Summary**

The initial proposals for a new collective bargaining agreement between the California State University and Bargaining Unit 15 (Student Assistants), California State University Employees Union (CSUEU) will be presented to the Board of Trustees for adoption.

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

**Between**

**The Board of Trustees  
Of  
The California State University**

**And**

**Bargaining Unit 15 (Student Assistants)  
California State University Employees Union**

**May 2024**

**Bargaining Unit 15 - Student Assistants  
2024 Initial Agreement Negotiations  
California State University Bargaining Proposals**

In accordance with the Higher Education Employer-Employee Relations Act, the California State University (CSU) hereby provides notice of its intent to make initial proposals on the following matters within the scope of representation:

**Recognition:** The CSU intends to propose a description of the bargaining unit as set forth in the Public Employment Relations Board's March 5, 2024 Certification of Representation.

**Definitions:** The CSU intends to propose contractual definitions to apply to common terms throughout the agreement.

**Management Rights:** The CSU intends to propose contractual provisions detailing the rights and responsibilities that remain vested with the California State University.

**Appointment Notification:** The CSU intends to propose a process for notification of appointment to a student assistant position.

**Discipline:** The CSU intends to propose a process for issuing discipline.

**Employment Evaluation:** The CSU intends to propose contractual provisions for providing performance reviews.

**Leaves of Absence:** The CSU intends to propose contractual provisions setting forth the types of leaves available.

**Non-Discrimination:** The CSU intends to propose a statement of non-discrimination.

**Pay:** The CSU intends to propose contractual provisions related to employee pay.

**Hours of Work:** The CSU intends to propose contractual provisions related to work schedules.

**Concerted Activities:** The CSU intends to propose contractual provisions prohibiting the union and union-represented employees from calling for, participating in, or condoning certain strike or picketing activity.

**Grievance Procedure:** The CSU intends to propose contractual provisions related to the handling of alleged contractual violations.

**Union Access and Rights:** The CSU intends to propose contract provisions defining union access to campus, employee orientation meetings and student assistant data, as well as the process for union release time.

**Severability:** The CSU intends to propose contractual provisions outlining what would happen if a contract, or parts of a contract, is found to be invalid or unenforceable.

**Effect of Agreement:** The CSU intends to propose a zipper clause.

**Duration:** The CSU intends to propose a contract duration.

**The University reserves the right to add, modify, or delete proposals for any/all Articles during the course of negotiations, in accordance with applicable laws.**



## CSUEU's Unit 15 Sunshine Proposal CSUEU-CSU 2024 First Contract Bargaining

Pursuant to HEERA, CSUEU presents this initial proposal to open the bargaining. CSUEU reserves the right to add to, modify or delete these proposals and to introduce new proposals during the course of negotiations. CSUEU will be making proposals on the following topics.

The following video presentation is a part of our proposal and is incorporated by reference:

<https://youtu.be/WJy4hKS3NhM>

- 1. Student workers are demanding higher wages that reflect the value of their work and the cost of living, ensuring they are fairly compensated for their contributions and can better achieve financial stability while pursuing their educational goals.**

CSU Student Workers have expressed profound dissatisfaction with their current wage levels, which they find insufficient to meet their basic needs and expenses. The struggle to make ends meet on these wages adds stress and financial instability to their lives, making it difficult to focus on their studies or career development.

- 2. Our members are demanding an end to unpaid labor and that they be paid for every hour worked.**

A significant number of our members have reported that they have worked for no pay at the request of their supervisor. Many do not feel comfortable saying no to such requests, given the power imbalances inherent in the any workplace, which are combined with the concerns that the employer in this case is also their education provider.

- 3. We are demanding the implementation of a comprehensive sick pay policy that ensures they are financially supported when they need to take time off due to illness, recognizing the importance of health and well-being in maintaining a productive and balanced life.**

CSU Student Workers have raised concerns about the lack of sick pay. Many find themselves in situations where they are unable to take time off due to illness without facing financial repercussions, creating a difficult choice between their health and financial stability.

- 4. Our members are demanding the introduction of holiday pay to ensure that they are compensated fairly for their losses during campus holidays.**

Our members have no holiday pay to cover them for campus holidays when they lose work hours through no fault of their own. This can lead to a significant loss of income during holiday weeks.

- 5. Unit 15 workers are demanding a reduction or elimination of parking fees to ensure that everyone has equal access to work without facing financial hardships.**

Student Workers are operating under the financial burden of onerous parking fees. Many members have expressed that these costs add a significant strain on their monthly budgets.





- 6. Student workers are demanding that CSU follow all State labor protections, including health and safety regulations, paid training hours, overtime and paid travel time.**
- 7. We will be making proposals that will cover the basic human needs of our members, including meal plan and housing support.**
- 8. Student workers will be making proposals to reform schedules and hours.**
- 9. In addition to the above, the Union will be making proposals on the following:**
  - a. A Recognition Clause confirming our status as exclusive representative
  - b. The Preservation of Existing Standards
  - c. No Strike/Lockout
  - d. Prohibition Against Discrimination
  - e. Written Authorization, Dues, Union Security, Check off, Maintenance of Check off
  - f. E-Mail and Online Communications (Union Access)
  - g. Orientation Access and Member Lists
  - h. PAC/COPE Checkoff
  - i. Any Release of Bargaining Unit Members' Information to Third Party Organizations
  - j. Release Time
  - k. Grievance Procedure
  - l. Work Uniforms
  - m. Separability
  - n. Termination and Renewal