



CSUEU's Units 2, 5, 7 and 9 Sunshine Proposal CSUEU-CSU 2023 Wage and Benefits Reopener Bargaining

Pursuant to Article 20.4(b) of the 2022 – 2024 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 initial proposal to open the following articles and commence bargaining. CSUEU reserves the right to add to, modify or delete these proposals and to introduce new proposals during the course of negotiations.

Article 20: Salary

- The Union proposes the implementation of the recommendations (Section 8 and relevant appendices) of The California State University Staff Compensation Program Assessment (the “Mercer Study”), attached hereto.
- The Union proposes that the parties meet and confer to update and agree upon the details of the implementation of the Mercer Study.
 - The Union proposes that the parties update the rosters and the costing of the Mercer Study to reflect current conditions.
 - The Union proposes that the wage figures set out in the Mercer Study be increased by five percent (5%).
- The Union proposes that the implementation of the Mercer Study be effective July 1, 2023, regardless of the date of the completion of the above meet and confer process.

Article 21: Benefits

- The Union proposes that this Article be modified as needed to effectuate the changes agreed to in Article 20.