

**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.