



Student Assistant Bargaining Update: Oct. 18, 2024

What Is Bargaining?

Collective bargaining is a process where workers (Student Assistants) negotiate with an employer (the CSU) to improve working conditions like wages and benefits. Representatives of both sides meet together to negotiate a legally-binding contract, one that improves the job experience for workers.

When the representatives, or bargaining team, believe they have reached a good place in negotiations, they will present the tentative agreement to the broader membership for a ratification vote. Every CSUEU student worker member will be able to vote to approve or reject the contract.

Brief History

After we won our union election in February 2024, a team of student assistants began sitting down with CSU management to begin bargaining for our first contract. Starting during the summer, our bargaining team of 9 student assistants and the CSUEU lead negotiator began meeting regularly with CSU management.

In bargaining sessions, both sides introduce proposals for the other side to consider. Sometimes these proposals are economic (related to wages/benefits), and sometimes they are policies governing our working conditions (e.g. not being able to fire workers without a valid reason).

Read our [opening proposal](#) and the CSU's [proposal](#).

Our proposals are based on surveys we conducted about the issues that matter most to student workers. These are: better pay, paid sick time, parking discounts, and holiday pay. We also made proposals for union rights, job security, and general improvements in our working conditions.

Progress So Far (as of October 2024)

We've secured:

- + Grievance procedure (to protect workers from unfair discipline)
- + Bereavement leave (2 paid, 3 unpaid bereavement days)
- + Standardized evaluation processes
- + Some amount of paid sick time

CSU agreed that they will stop introducing new proposals and that we now have the entire universe of discussion items on the table. This is important because we can now bargain without worrying that Management will introduce new topics and distract us from our priorities of securing better wages and parking discounts.

Next Bargaining: Nov. 1

We agreed to meet on Nov. 1 at CSU Dominguez Hills for a hybrid in-person and virtual session. Management rejected our proposal earlier this year to live-stream bargaining meetings on Zoom. We are now requesting to have viewing rooms at multiple CSU campuses so that workers can view the Nov. 1 bargaining for maximum transparency. Management is considering our proposal.

What Can You Do To Help?

Our bargaining team needs the support of every Student Assistant to win the changes we want at work. The best way that you can support our bargaining team is by activating your CSUEU members. [You can activate your membership by following this link.](#)