

Union Proposals for a  
Collective Bargaining Agreement  
Between  
California State University Employees Union/SEIU 2579  
Unit 15  
And  
California State University  
Presented: June 15, 2026

**CSUEU reserves the right to delete, add to, or modify  
any or all of the following proposals  
until such time as a tentative agreement is reached.**

**BENEFITS**

Commented [BN1]: 06/15/26: Union counter proposal.

X.1 Employees shall be entitled to all the benefits accorded to students at the University.

X. 2. ~~The University shall notify the Union sixty (60) days in advance of the effective date of material changes to benefits.~~

Prior to the effective date of ~~such changes~~any material changes to benefits, the Union may request to meet and ~~confer~~discuss regarding the impact of such changes.

**CONCERTED ACTIVITIES**

Commented [EB2]: 06/15/26: Union holds to its last proposal.

- X.1 Employees shall not engage in strikes or any other concerted activity, including sympathy strikes, which would interfere with ~~or adversely affect~~ the operations ~~or mission~~ of the CSU. The Union shall play a responsible role in preventing any employee from participating in any such concerted activity and shall notify employees of such prohibitions.
- X.2 The Union shall not promote, organize or support any strike; or other concerted activity, including sympathy strikes, which would interfere with ~~or adversely affect~~ the operations ~~or mission~~ of the CSU.
- X.3 The Union agrees to not engage in any **Unfair Practice Charge (UPC) Unfair Labor Practice (ULP)** strikes until an Administrative Law Judge has issued a proposed decision after formal hearing. The parties will jointly request expedited processing of the UPC. the underlying ULP charge has been fully adjudicated by the PERB.
- X.4 In order for a bargaining unit employee to utilize any leave during any strike, a physician's statement or other appropriate verification may be required.
- X.5 The CSU shall not lock out bargaining unit employees.

**DISCIPLINE**

Commented [BN3]: 06/15/26: Union accepts ER last proposal.

X.1 The University may discipline an employee **only** for just cause.

X.2 "Discipline" is defined as:

1. a written reprimand;
2. suspension without pay; or
3. a dismissal/discharge.

X.3 "Discipline" does not include any other personnel action, including, but not limited to:

1. verbal counseling or warning;
2. ~~expiration or early termination ending of an appointment;~~
3. lack of a reappointment;
4. rescission of an appointment due to failure of a condition;
5. reassignment for operational needs;
6. reduction of hours;
7. removal due to academic ineligibility;
8. performance evaluation;
9. unpaid investigatory leave.

**Rebuttal to Written Reprimand**

X.4 **An employee shall have the right to attach a rebuttal statement to a written reprimand in their official personnel file.**

**Removal of Reprimand from Personnel File**

X.5 All written reprimands shall be clearly identified as such. Upon the employee's written request to the Human Resources Office and three (3) years from its effective date, a reprimand in the personnel file shall be permanently removed. This provision shall not be implemented under the following conditions:

1. A subsequent written reprimand(s) of a similar nature has been placed in the personnel file within the 3-year period.
2. The written reprimand concerns instances of workplace violence, discrimination, harassment, or retaliation.

Written Notice

X.6 The University shall notify the employee in writing of any disciplinary dismissal/discharge and its effective date.

Unpaid Investigatory Leave

X.7 The University may place an employee on investigatory leave without pay and without prior notice, in order to review or investigate allegations of misconduct or dereliction of duty which, in the judgment of the University, warrant immediately relieving the employee from all work duties and/or require removing the employee from the premises.

**HOLIDAYS**

Commented [BN4]: 06/15/26: Union holds to its last position.

10.1 Holidays, as defined in this Article, are any date that the University is closed as designated for a public holiday.

10.3 Work Requirements and Compensation During Holidays

10.4 Employees not required to work on holidays. shall receive their normal salary for these periods.

10.5 An employee on a leave of absence without pay or in another non-pay status on a day a holiday is officially observed shall not be paid for the holiday.

10.6 If the first working day of a new bargaining unit employee is preceded by a holiday, the bargaining unit employee shall not be paid for the holiday.

10.7 An employee who is authorized to work and works on the holiday that is officially observed by the University shall be compensated with pay at time and one-half rate on an hour-by-hour basis for all hours worked on the holiday.

Personal Holiday

10.8 Employees shall be entitled to three (3) Personal Holidays that may be taken on three (3) days per term, (terms being fall, winter, spring, and summer). If the bargaining unit employee fails to take a Personal Holiday before the end of the semester, the holiday shall be forfeited. Scheduling of the Personal Holiday shall be by mutual agreement of the bargaining unit employee and the appropriate administrator. The administrator shall not unreasonably deny the scheduling of a Personal Holiday.

10.9 Work hours scheduled but lost as the result of an unanticipated closure of all or part of the University for any reason, e.g. power failure, shall be treated as an unscheduled holiday and shall be subject to the above.

**HOURS OF WORK**

Commented [BN5]: 06/15/26: Union holds to its last position.

X.1 All bargaining unit employees are non-exempt employees and the CSU policy limits their work assignment(s) to no more than 20 hours total in a week during periods of instruction.

X.2 The University shall pay employees for all hours assigned by their supervisor and worked, including time spent in work-related meetings. Employees shall not work without authorization.

X.3 The University shall provide employees a fifteen (15) minute paid break for each consecutive four (4) hours worked. The employee’s supervisor in accordance with the operational needs of the department shall determine paid break schedules.

X.4 An employee working more than five consecutive hours shall be entitled to a unpaid meal period of not less than thirty (30) minutes, and not more than sixty (60) minutes. The time of such meal period shall be scheduled by the supervisor and shall be at or near the middle of the workday.

Overtime

X.5 Overtime is defined as authorized time worked in excess of forty (40) hours in a workweek of seven (7) consecutive twenty-four (24) hour periods, or authorized time worked in excess of eight hours in a twenty-four hour period. The workweek shall begin at 12:01 a.m. on Sunday and end at 12:00 midnight the following Saturday.

X.6 Overtime must be authorized by the administrator.

X.7 Overtime shall be compensated at one and one-half times the employee’s regular rate of pay.

X.8 Overtime may not be compensated with time off in lieu of payment.

**LEAVES OF ABSENCE**

Commented [BN6]: 06/15/26: Union holds to its last proposal.

Medical Leave

- X.1 A bargaining unit employee may be granted an unpaid leave of absence for temporary incapacity due to illness or injury. An employee may be required to provide a physician's statement or other appropriate verification for such leaves of absence. The length of the leave of absence may not extend beyond the expiration date of the appointment.
- X.2 **Family Medical Leave shall be granted in accordance with state and federal law.**
- X.3 ~~Pregnancy Disability Leave will be provided pursuant to the Government Code Section 12945, for up to four (4) months, but not to exceed the end of the employee's appointment.~~ **Up to four (4) months of pregnancy disability leave, but not to exceed the end of the employee's appointment, will be provided in accordance with Government Code Section 12945.**

Military Leave

- X.4 Military leave shall be granted ~~to eligible employees~~ in accordance with state and federal law.

Leave Without Pay - Request Procedure

- X.5 A written application for a leave of absence or an extension of a leave of absence without pay shall be submitted to the administrator. The administrator shall determine if such a leave shall be granted and the conditions of such a leave.
- X.6 An employee who is on a leave of absence without pay shall not return to work prior to the expiration of such a leave without written approval of the administrator.

Bereavement Leave

- X.7 An employee may take five (5) days of bereavement leave for each death in the immediate family. Bereavement leave must be taken within three (3) months of the death.
- Up to **two (2)** days of bereavement leave may be taken with pay.
  - Paid bereavement leave shall only be provided on days and hours the employee was previously scheduled to work.
  - Paid bereavement leave shall be utilized within a period of seven (7) days from the first day of bereavement leave.

- X.8 A bargaining unit employee shall give notice for bereavement leave as soon as possible. The employee may be required to provide documentation, which may include a (1) death certificate, (2) obituary, or (3) written notification of death, burial or memorial service from a mortuary, funeral home, burial society, crematorium, religious institution or government agency.
- X.9 Subject to approval, bereavement leave may be supplemented with available sick leave.
- X.10 “Immediate Family” as used in this Article shall mean:
- a. the employee’s spouse or registered domestic partner;
  - b. the employee’s and/or the spouse’s (or registered domestic partner’s): parent, sibling, grandparent, child (including foster, adopted and stepchild), and grandchild;

#### General Provisions

- X.11 Any leave granted by the University under this Article assures to the employee a right to return to their former position or a position within their classification upon expiration of the leave, provided the employee returns prior to the employee’s end of appointment date and the employee still meets the conditions of employment.
- X.12 Nothing in this agreement shall limit an employee’s ability to request time off from their supervisor.
- X.13 Nothing in this agreement shall limit an employee’s rights under any applicable federal or state law.
- X.14 Nothing **in** this agreement excuses student employees from their academic obligations such as attending courses, taking examinations, or other academic requirements.

**NON-ACADEMIC TERM EMPLOYMENT**

X.1 Bargaining unit employees may work up to, but not in excess of, 20 hours per week during academic periods and may work up to 40 hours per week during academic break periods and the Summer Term, where the employee is taking 6 units or less.

Commented [BN7]: 06/15/2026: Union holds to its last proposal.

**SALARY**

14.1 For fiscal year ~~2024/25~~2026/27, the base hourly rate for each employee shall be raised to twenty-one dollars (\$21.00) or the hourly rate of each employee shall be increased by 7%, whichever results in a higher hourly rate effective July 1, ~~2024~~2026.

14.2 For each fiscal year ~~2025/26~~ thereafter, the salary of each employee shall be increased by 7% effective July 1, ~~2025~~.

14.3 Notwithstanding the above, if the state, county or municipality in which the University is situated has a minimum wage of general applicability higher than the base hourly rate, the base rate for that University shall be such minimum wage, regardless of whether the statutory wage applies to the University.

**Direct Deposit**

14.4 Employees who meet the eligibility criteria established by CSU policies shall be provided the option of direct deposit of their pay.

Commented [BN8]: 06/15/26: Union revised proposal.

**SICK LEAVE**

Commented [BN9]: 06/15/26: Union holds to last position.

X.1 Following the completion of one pay period, employees shall accrue one (1) hour of paid sick leave for each 20 hours of work.

X.2 Employees may carry over a maximum of ten (10) hours of accrued sick leave from one (1) fiscal year to the next.

X.3 The use of sick leave may be authorized by the administrator when an employee is absent because of:

- a. illness, injury, or disability related to pregnancy;
- b. dental, eye, or other physical or medical examinations or treatments by a licensed practitioner;
- c. illness or injury in the immediate family. Sick leave for family care is primarily for emergency situations. Accrued sick leave may be used for family care.

The term “immediate family” as used in this Agreement shall refer to the employee’s:

- Spouse or domestic partner;
- The employee, spouse or domestic partner’s: parent, step-parent, grandparent, great-grandparent, sibling, child or grandchild (including foster, adopted and step), parent’s sibling, parent’s sibling’s spouse;
- The employee’s child-in-law;
- A person living in the immediate household of the employee, except domestic employees, roomers, boarders, and/or roommates.

**Procedure for Requesting Sick Leave**

X.4 An employee shall be responsible for reporting an absence to the appropriate administrator as soon as the need is known, but no later than at least 2 hours before the absence.

X.5 The employee shall be responsible for completing and submitting the campus’s required absence documentation to the administrator on the date designated by the administrator.

X.6 Under no circumstances may an employee be granted sick leave for days or hours when the employee would not normally be scheduled to work.

X.7 To use accrued sick leave, if there is suspected sick leave abuse, an employee may be required to provide a physician’s statement or other appropriate verification for sick leave absences.

**UNION ACCESS AND RIGHTS**

Commented [BN10]: 06/15/26: Union holds to its last position.

## Access via Campus Communications

19.1 Union employee representatives may use their university e-mail account and campus mail for official Union communications in accordance with applicable reasonable university policy and this Article. The Union representative shall package and label materials for convenient handling according to the normal specifications of the campus which shall be communicated upon the request of the representative. Email communications must conform to campus email policies with regards to size and format of the communication sent. The name of the Union shall appear on all materials sent through the campus mail or email service. Employee mailboxes, if any, may be utilized by the Union for purposes of union communications to employees. Use of CSU Property/Services.

19.2 The Union shall have access to existing bulletin boards for the posting of Union material subject to reasonable campus rules.

19.3 The University shall provide the Union access to meeting rooms at no cost based on availability and in accordance with reasonable campus rules. Use of other University equipment property or services shall be provided at reasonable cost, if any, in accordance with reasonable campus rules.

## Union Release Time

19.4 Union leave shall be defined as

- a. a full or partial leave of absence from an appointment within a CSUEU-represented classification or
  - b. an appointment to a CSUEU classification for purposes as designated by the CSUEU.
- Such appointments may only be made to students who are in good academic standing as defined in Article XX, and who are either currently employed in Unit 15, or previously have been employed in Unit 15.

Leaves as defined in (a) shall be without loss of compensation or benefits.

Appointments under (b) shall be at the current rate of compensation for Employees holding a concurrent appointment in the Bargaining Unit. Where the Academic Student Employee holds multiple concurrent appointments, the appointment and compensation paid under this provision shall be at the highest appointment held.

For Employees who do not hold a concurrent appointment within the Bargaining Unit, the appointment shall be at the previous salary of the range and classification in which the student was most recently employed within the Bargaining Unit.

## Non-Reimbursable Union Leave

1. Prior to the start of the academic term, or as soon as practicable, the CSUEU shall submit to the Chancellor's Office a list of Employees for whom union leave is being requested. Such a list shall include the employee's name, campus, title and duration of appointment.

2. Vacation, holiday and sick leave credit(s) shall continue to accrue if applicable.

#### Reimbursable Union Leave

1. Prior to the start of the academic term or as soon as practicable, the CSUEU shall submit to the Chancellor's Office a list of Employees for whom reimbursable union leave is being requested. Such a list shall include the employee's name, campus, title and duration of appointment. An employee on such a leave shall continue to earn service credit and retirement credit if applicable.

2. Vacation, holiday and sick leave credit(s) shall continue to accrue if applicable.

3. The CSU shall be reimbursed by CSUEU for all compensation (including benefits) paid to the employee during such a leave. Reimbursement shall be made by CSUEU no later than thirty (30) calendar days from its receipt of the CSU certification of payment of compensation to the employee. The parties agree that failure to reimburse the CSU within thirty (30) calendar days may result in the denial of any subsequent requests for leave under this provision until all delinquent payments have been made.

#### Employee Lists

19.5 Except as otherwise provided by the parties, the CSU, through the Office of the Chancellor, shall provide the following information to the Union by the end of the first week of every month in a computer-readable format in two files containing information on every employee in the unit:

#### University Representatives

19.7 The CSU shall designate the University representatives responsible for responding to Union information requests under HEERA and this Agreement. The Union shall only submit information requests to these designated CSU representatives or their designees.

#### Reimbursement of Costs

19.8 The Union shall promptly reimburse the University for the reasonable cost of providing information, except for the information identified above, requested pursuant to HEERA, the Public Records Act, or this Agreement.

#### Publication of the Agreement

19.9 Upon ratification and approval by the parties, the University shall publish the agreement on its website.

### Union Orientation

19.10 The University shall conduct a mandatory campus wide paid in-service orientation for all employees at the start of each term. The Union shall be provided 30 minutes to present Union information at these orientations. The Union shall also be provided 30 minutes to present Union information at any other employment orientations if any unit members have not attended an employment orientation as defined above.

19.11 The Union is solely responsible for the content and conduct of the Union presentation. No supervisor, manager or University official shall be present at the Union presentation. The University shall notify the Union in writing of all orientations along with contact information of all attendees at least twenty-one (21) days prior to the commencement of each orientation. Union Membership Election Form.

19.12 A Union-drafted union membership election form shall be provided to all new employees at the same time as the employee is provided the new employee payroll information (e.g. W-4 and I-9 forms).

19.13 Each campus shall make arrangements with the CSUEU regarding the method of collecting forms.

19.14 The University will not discourage employees from completing the form or becoming members of the Union.

19.15 Each hiring unit shall be required to post location/schedule information for all Unit 15 employees hired for the semester by the end of the fourth week of the semester. The posting shall contain the following: employee name, job title, office location (if applicable), and office hours (if applicable).

**WORK ENVIRONMENT**

Commented [BN11]: 06/15/26: Union accepts ER last proposal.

X.1 The CSU agrees to provide lactation space to employees consistent with state and federal law. The CSU shall make the locations of all lactation spaces on campus known to the campus community through searchable, up-to-date, web-based information. **Upon request, the campus human resources office shall inform an employee how to locate the nearest lactation space.**

X.2 The CSU shall make the location of all gender-inclusive restrooms on campus known to the campus community through searchable, up-to-date, web-based information.

**Parking**

X.3 **Employees may purchase student parking permits. The CSU at its sole discretion may establish, maintain, modify or cease alternative transportation programs.**

**Alternative Transportation Initiatives**

X.4 **As appropriate campuses shall encourage the use of alternative transportation as needed to comply with state and federal air quality rules and regulations. At the discretion of the President of the campus, subject to the State Controller's Office (SCO) procedures and IRS regulations, the CSU may establish, maintain or cease transportation benefit programs.**