CSUEU's Units 2, 5, 7 and 9 Counterproposals
CSUEU-CSU 2026 Successor Contract Bargaining
CSUEU Package Proposal-Corrected

CSUEU offers the following package proposal with the intention of resolving all remaining issues between the parties. This proposal is offered as an "all or nothing" package and CSUEU reserves the right to withdraw this package and revert to its previous position during the course of negotiations.

1. 2025-25 Reopener settlement: 5% bonus for 2025-26 to be distributed to all staff on the payroll as of July 1, 2026, as a signing bonus in equal dollar amounts, prorated for part time employees.
2. 2026-27: Full implementation of steps effective July 1, 2026, retroactive to that date. This includes a step movement for 2026.
    a. SSA of 2.2% effective July 1, 2026.
    b. 5% GSI for people not on steps.
    c. 5% bonus for "red circled" employees.
    d. Employees who had been "red circled" but are in steps by operation of this section get a bonus equal to 5% less the gross percentage of their wage increase.
3. 2027-28: One step movement for 2027.
    a. SSA of 3% effective July 1, 2027.
    b. 5% GSI for people not on steps.
    c. 5% bonus for "red circled" employees.
    d. Employees who had been "red circled" but are in steps by operation of this section get a bonus equal to 5% less the gross percentage of their wage increase.
4. Expiration: June 30, 2028
5. CSUEU accepts CSU's proposed MOU on Classification Reviews with the addition of a start date of 1/1/27 and possibly the addition of more classifications.
6. CSUEU accepts CSU's Article 10 proposal on performance evaluations.
7. CSUEU concessions:
    a. Withdraw ULP
    b. Accept CSU parental leave proposal
    c. Accept AI proposal
    d. Accept Shared Services proposal
    e. Drop all other economic proposals
8. CSU concessions:

   a. Article 9 Temp language reduce temp term to 2 years
   b. Accept Union CTO proposal
   c. Job posting issue to be delegated to a working group akin to that of health insurance working group.
   d. Accept Union vacation cashout proposal
9. Both parties to accept each other's status quo list.
10. All TAs to be maintained.