

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

CSUEU offers the following off the record 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 on the record position during the course of negotiations.

1. Full implementation of steps effective July 1, 2026
2. 3% bonus (\$31M) for 2025-26 to be distributed as follows:
 - a. To individuals who would have been moved more than one step had the contingency been triggered: a sum equal to the cumulative increase in pay from October 1, 2025 to June 30, 2026 (Approx \$27.93M)
 - b. The remainder and the interest to be distributed to all remaining staff as a signing bonus in equal dollar amounts, based on FTE of \$500 per full time employee.
3. SSA of 7% effective July 1, 2026
 - a. 7% GSI for people not on steps
 - b. Bonus of 7% for Red Circle
4. SSA of 5% effective July 1, 2027
 - a. 5% GSI for people not on steps
 - b. Bonus of 5% for Red Circle
5. Expiration: June 30, 2028
6. Parties to perform a market study of classifications starting January 1, 2027, to be completed in time for adjustments to be implemented July 1, 2027. (Must include Athletic Trainers, Laborers, Gardening Series, Performing Arts Tech Series, Technology Support Series, Heavy Equipment Operators, PAs and NPs, etc.).
7. Step movement will be automatic until such time as the parties agree on a common performance evaluation. If the parties cannot agree on a common performance evaluation by April 15, 2027, either party may submit the parties' final offers to “baseball arbitration.”
8. CSUEU concessions:
 - a. Withdraw ULP
 - b. Accept CSU parental leave proposal
 - c. Drop all other economic proposals

9. CSU concessions:
 - a. Accept Article 9 Temp Proposal
 - b. Accept AI proposal
 - c. Accept Shared Services proposal
 - d. Accept parking proposal of \$2 per month per year
 - e. Accept Union CTO proposal
10. Both parties to accept each other's status quo list.
11. All TAs to be maintained.