

**The California State University's
Initial Collective Bargaining
Proposals**

Between

The Board of Trustees

of

The California State University

and

The California Faculty Association

(Unit 3 – Faculty)

Unit 3
2014 Successor Agreement Negotiations
California State University Bargaining Proposals

ARTICLE 10 – Grievance Procedures

The University will propose amendments to the existing grievance process with the purpose of increasing efficiency and encouraging grievances to be settled in a timely manner and at the lowest level practicable.

ARTICLE 11 - Personnel Files

The University will propose a review of Article 11 to ensure that the Collective Bargaining Agreement is consistent with the University's present and future reliance on digital information.

ARTICLE 12 – Appointment

The University will propose a review of Article 12 to ensure that the Collective Bargaining Agreement is not a barrier to the ability of the University to recruit and retain talented faculty, and that appointments accurately reflect the actual assignments of faculty unit employees.

ARTICLE 15 – Evaluation

The University will propose a review of Article 15 to assess the effectiveness of the changes made in the 2012 Collective Bargaining Agreement and ensure that the Collective Bargaining Agreement is consistent with the University's present and future reliance on digital information.

Article 16 - Non Discrimination

The University will propose processing employee discrimination, retaliation and harassment complaints to be under the procedures of Executive Order 1089.

ARTICLE 19 – Disciplinary Action Procedure

The University will propose amendments to the existing disciplinary action procedure, with the purpose of increasing the efficiency of the process, providing improved procedural and definitional clarity, and better delineating the respective obligations and responsibilities of the parties within the process, including the payment of the costs of arbitration.

ARTICLE 31 – Salary

The University will propose a review of the existing salary distribution mechanisms in Article 31 so as to ensure that the Collective Bargaining Agreement is not acting as a barrier to the campus ability to recruit and retain talented faculty. The University will make proposals on compensation to be developed in bargaining.

Article 32: Benefits:

Proposals to be developed in bargaining.

ARTICLE 35 – Additional Employment

The University will propose amendments to this Article to better clarify and regulate faculty additional employment.

ARTICLE 39: Intellectual Property

The University will propose reviewing Article 39 to better define the assignment of intellectual property rights among the University, the faculty, and third parties.

ARTICLE 41 – Duration And Implementation

The University will propose provisions on the duration and implementation of the Agreement to be determined in bargaining.

Appendices

Review and update Appendix A through F as necessary.

Appendix G – Memoranda of Understanding (MOU)

- Review each MOU for relevance.
- Delete those that are irrelevant and obsolete.

- Modify or augment as required. Add active MOUs not currently in the Agreement, if any.

The University reserves the right to add to, modify or delete proposals for any/all Articles during the course of negotiations, in accordance with applicable laws.