

CFA Proposal #1
May 31, 2023

Changes to Article 37

Language of well-being

37.1 The CSU recognizes the importance of procedures for the protection of health and safety of faculty unit employees. The CSU shall endeavor to maintain conditions that are conducive to the health and safety of the employees. The CSU shall endeavor to ensure that faculty unit employees will not be required (a) to work in unsafe conditions or (b) to perform tasks that endanger their health or safety. **In addition, the CSU shall endeavor to promote the well-being of faculty unit employees and the CSU community.**

Safe restrooms, changing rooms, and lactation rooms

37.X The CSU shall provide employees access to safe restrooms as well as safe changing rooms (in gyms, fitness centers, and the like) that respect gender nonbinary and trans identities without fear or harassment.

37.X The CSU shall provide adequate and private space for lactation needs and milk storage.

Limits to Police Power

To ensure that faculty who have and continue to suffer negative consequences of over policing in the United States:

- a. The CSU shall not dispatch the police on a member of the bargaining unit unless the CSU is required to do so by law or by state agency regulations.
- b. If the CSU police seek to interview an employee at the worksite, the employee shall be provided the opportunity to be accompanied by a union representative or legal counsel of their choosing, a private location for the interview to take place, and the police shall be unarmed.
- c. The CSU shall make every effort to ensure the wellbeing of all employees during any workplace interactions with the police.
- d. A joint committee of labor and management whose composition includes a full representation of members of the bargaining unit shall adopt policies around engagement and support of members with mental health and wellbeing concerns.
- e. If CFA presents a concern regarding the behavior of University police, the CSU shall facilitate a meeting between the police department and CFA to address the concern and seek a mutually agreeable solution.