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 gender-inclusive restrooms as well as safe gender-inclusive changing rooms (in gyms, fitness centers, and the like) that respect gender nonbinary and trans identities without fear or harassment. There shall be at minimum one accessible, lockable, single-occupant gender-inclusive restroom per building, including gymasia, pools, or other athletic facilities. For larger buildings, all-gender restrooms with multiple gender-inclusive floor-to-ceiling locking interior stalls are preferred.

37.X2 The CSU shall provide adequate and accessible (i.e. must contain a surface to place a breast pump and personal items, contain a place to sit, and have access to electricity or alternative devices and a food-grade sink), private, and lockable space for lactation needs and milk storage in close proximity to the employee’s workspace, at minimum in the same building.

Limits to Police Power

37.X3 To ensure the well-being of faculty who have and continue to suffer negative consequences (e.g. brutality, repression, violence, racial profiling, and harassment) 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.