

APC 2017-2020 COLLECTIVE BARGAINING AGREEMENT
PROPOSED CHANGES TO CURRENT CONTRACT LANGUAGE

Article 23 Salary

23.3 All employees in the bargaining unit shall receive a General Salary Increase (GSI) as follows:

- for fiscal year 2017/2018 and **effective July 1, 2017**,...increased by **three and eleven one hundred percent (3.11%)**,
- for fiscal year 2018/2019 and **effective July 1, 2018**,...increased by **three percent (3%)**, and
- for fiscal year 2019/2020 and **effective July 1, 2019**,...increased by **three percent (3%)**.

References to the expired “me-too” clause are removed.

Recognition Bonus: Following the ratification of this Collective Bargaining Agreement by the CSU Board of Trustees, there shall be a one-time bonus payment of \$650 for each employee in active pay status, or on leave, as of the date of ratification. Payments shall be made pro rata for employees in less than full-time (1.0) appointments.

23.4.a Bonus Stipend Programs and 23.5.d Merit Bonus Programs—continues and includes ***Fiscal Years 2017/2018, 2018/2019, and 2019/2020***

Article 24 Benefits

24.3 a change from CalPERS Circular Letter ***600-18*** to ***200-189-04***

24.x ***Bargaining unit employees hired on or after July 1, 2018 and become members of CalPERS on or after July 1, 2018 shall receive the full portion of the CSU contribution payable for health benefits upon retirement at age 52 with at least 10 years of service credit. In addition, bargaining unit employees meeting those requirements shall be eligible for the full portion of the CSU contribution payable for basic dental plan. To the extent that a change in legislation is required to implement this provision, the APC agrees to support the legislative changes necessary to give effect to this agreement. This is an increase from the current five (5) years of service credit and retirement at age 50.***

24.18 name change ***California Department of Human Resources*** from ***Department of Personnel Administration***.

24.19 NDI—***The maximum weekly payment for employees eligible for Non-Industrial Disability Insurance pursuant to Education Code Section 89529.15, or any successor(s) or substitute provision(s) of that code section, shall be two hundred fifty dollars (250.00). This is an increase from the current \$125.00 weekly payment.***

Article 32 Work Environment

32.5 Parking—***Parking rates shall not be increased in Fiscal Years 2017/18, 2018/2019, and 2019/20.***

Article 19 Sick Leave

19.11 “Immediate family” is used in the Article shall mean: The employee’s spouse or ***registered*** domestic partner and The employee, spouse or ***registered*** domestic partner’s: parent, step-parent, grandparent, great-grandparent, sibling, child or grandchild (including foster, adopted and step), aunt, uncle:

19.24.f Catastrophic Leave Donations—The total donated leave credits shall normally not exceed an amount necessary to continue the employee for three (3) calendar months calculated from the first day of catastrophic ***leave within a twelve (12) month period.***

Article 34 Duration and Implementation

34.1 This Agreement shall become effective upon ratification by both parties and shall remain in full force and effect up to and including June 30, ***2020.***

34.3 Negotiations for a successor agreement shall commence...no later than March 1, ***2020.***