

Changes in the 2017-2020 Collective Bargaining Agreement

APC and CSU have agreed to a limited number of changes in their 2017-2020 Collective Bargaining Agreement (CBA). These changes are *italicized* below. Otherwise, the new CBA remains substantively unchanged from its predecessor.

19.11 "Immediate family" as used in this Article shall mean:

- The employee's spouse or *registered* domestic partner;
- 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 . . .

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*. . .

23.3 . . .

- a. For fiscal year *2017/2018* and effective July 1, *2017*, all bargaining unit employees in active pay status, or on leave as of that date shall have their individual salary rate increased by three *and eleven one hundred percent (3.11%)*.
- b. For fiscal year *2018/2019* and effective July 1, *2018*, all bargaining unit employees in active pay status, or on leave as of that date shall have their individual salary rate increased by *three percent (3.0%)*.
- c. For fiscal year *2019/2020* and effective July 1, *2019*, all bargaining unit employees in active pay status, or on leave as of that date shall have their individual salary rate increased by *three percent (3.0%)*.

. . .

Following the ratification of this Collective Bargaining Agreement by the CSU Board of Trustees, there shall be a one-time bonus 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) appointments¹.

[Note: Unlike its predecessor, the new CBA does not contain a "me too" clause.]

24.6 *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 these 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.*

24.20 *The maximum weekly payment for employees eligible for Non-Industrial Disability Insurance (NDI) pursuant to Education Code Section 89529.15, or any successor(s), or substitute provision(s) of the code section, shall be two hundred fifty dollars (\$250.00).*

32.5 . . .

Parking rates shall not be increased in Fiscal Year 2017/18, 2018/19, and 2019/20.

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.

¹ *The formula for establishing the pro rata amount payable to intermittent employees shall be established by the parties prior to the ratification of this agreement.*