

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

Between

The Board of Trustees

Of

The California State University

And

Bargaining Unit 4

Academic Professionals of California

March 2024

Bargaining Unit 4
2024 Successor Agreement Negotiations
California State University Bargaining Proposals

ARTICLE 1 – Recognition

- Review and amend classifications as appropriate.

ARTICLE 2 – Definitions

- Update definitions to reflect any substantive changes elsewhere in the Agreement.

ARTICLE 5 – Reconsideration Procedure

- Review and amend the reconsideration procedure to increase efficiency and effectiveness.

ARTICLE 8 – Union Rights

- Review and amend current contractual provisions relating to union rights and to increase efficiency in supplying data.

ARTICLE 9 – Concerted Activities

- Clarify rights and responsibilities in the event of concerted activities.

ARTICLE 10 – Grievance Procedure

- Review and amend the grievance procedure to increase efficiency and effectiveness.

ARTICLE 11 – Personnel File

- Review and amend provisions concerning retention of documents related to reprimands.

ARTICLE 12 – Corrective and Disciplinary Action

- Review and amend current contractual provisions relating to corrective action.

ARTICLE 13 – Appointment

- Review and amend current contractual provisions in relation to the appointment of an employee.

ARTICLE 14 – Probation and Permanency

- Review and amend current contractual provisions relating to change in position.

ARTICLE 17 – Assignment/Reassignment

- Review and amend current contractual provisions relating to assignment and reassignment.

ARTICLE 19 – Sick Leave

- Clarify current contractual provisions relating to documentation of sick leave.

ARTICLE 20 – Leaves of Absence With Pay

- Review and amend current contractual provisions relating to leaves of absence with pay.

ARTICLE 21 – Non-Discrimination

- Review current language in light of operative and evolving law and any applicable recommendations from the Cozen O’Conner assessment and the California State Auditor’s report.

ARTICLE 22 – Leaves of Absence Without Pay

- Review and amend current contractual provisions relating to leaves of absence without pay.

ARTICLE 23 – Salary

- Make proposals to amend the provisions relating to salary.

ARTICLE 24 – Benefits

- Review and amend current contractual provisions relating to employee benefits.

ARTICLE 28 –Hours of Work

- Review and amend current contractual provisions relating to hours of work.

ARTICLE 32 – Work Environment

- Review and amend current contractual provisions relating to the work environment, including employee parking.

ARTICLE 33 – Layoff

- Review and amend current contractual provisions relating to layoff and re-employment procedures.

ARTICLE 34 – Duration and Implementation

- Make proposals on the duration of any successor Agreement.

APPENDICES AND SIDE LETTERS

- Review all Appendices and Side Letters, and make proposals to amend, retain, or delete as appropriate.

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