

ARTICLE 23

SALARY

- 23.1 The salary schedule that pertains to employees in this bargaining unit shall be the schedule found in Appendix G of this Agreement.

Employees may receive salary adjustments on the salary schedule due to General Salary Increases (GSIs) and/or in-range progressions.

- 23.2 An employee shall be assigned to a rate within the open salary range appropriate to their classification.

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

For fiscal year 2024/2025, effective July 1, 2024 all bargaining unit employees in active pay status (or on leave) as of that date shall receive a GSI of five (5%) percent.

For fiscal year 2026/2027, effective July 1, 2026, all bargaining unit employees who are in active status (or on leave) at time of processing shall receive a GSI of four percent (4%).

For fiscal year 2027/2028, effective July 1, 2027, all bargaining unit employees in active pay status (or on leave) as of that date shall receive a GSI of four percent (4%).

~~For fiscal year 2025/2026, the Union and CSU shall have the option to re-open negotiations on Article 23, Article 24, and Article 32 (Salary and Benefits) by providing a written request after the Governor has released the 2025/2026 May Revision, but prior to July 31, 2025. These negotiations may include implementation of a step system.~~

~~For fiscal year 2026/2027, the Union and CSU shall have the option to re-open negotiations on Article 23, Article 24, and Article 32 (Salary and Benefits) by providing a written request after the Governor has released the 2026/2027 May Revision, but prior to July 31, 2026. These negotiations may include implementation of a step system.~~

Salary scale maximums and minimums for all classifications shall be increased by the amount of the General Salary Increases. These changes will be effective as of the date of the General Salary Increase in each fiscal year of this Agreement.

One-time Payment

- 1. For fiscal year 2025/2026, all eligible APC employees shall receive a single one-time bonus in the gross amount of \$3325, prorated based upon time base. The payment shall be made by separate payment and shall be subject to all applicable withholdings and deductions. This amount represents a one-time compensation pool of approximately 5%.**

An eligible employee is an employee who, as of November 13, 2026, is employed by the CSU in an APC-represented position.

- a. An employee shall not receive more than one payment under this provision, regardless of whether the employee holds more than one APC-represented position.**
- b. If an employee was active on November 13, 2026, but does not have a timebase because they are intermittent, the following formula shall be used:**

The total number of hours worked by the employee for the twelve (12) pay periods from November 1, 2025 through October 31, 2026 divided by the number of total work hours in the twelve (12) month period of time (173.33 average state pay period hours x 12 months = 2080 hours) = FTE for twelve (12) month period.

- c. Pursuant to CalPERS regulations, employees who were retired annuitants on November 13, 2026, will not be eligible for the one-time lump sum payment.**

- 2. Pursuant to CalPERS regulations, these payments will not be considered pensionable earnings; therefore, neither the employee nor the CSU makes a CalPERS contribution on this payment.**

As required by law, all standard payroll tax withholdings will still occur on this payment.

Bonus/Stipend Programs

- 23.4 a. Bonus/stipend programs shall be established as provided below. Such programs shall consist of one-time lump-sum payments to employees which are not re-occurring base salary increases. The funding for the Bonus/Stipend Programs was established from monies set aside (\$1,112,709, inclusive of benefits) pursuant to the parties' 2000-2003 Agreement.

Upon the expiration of this Agreement, the bonus programs provided in this Agreement shall continue in effect utilizing the available funds as specifically provided in this Agreement, unless modified in accordance with HEERA. However, CSU shall not be required to provide additional funds for the bonus programs during the term of this contract or in future contracts unless such additional funds are provided in a successor collective bargaining agreement. The parties agree to maintain the bonus/stipend programs in 23.4 of the Agreement until June 30, ~~2027~~ 2028.

The parties agree that for Fiscal Years 2024/25, 2025/26, ~~and~~ 2026/27 and 2027/28, the Merit Bonus pool created in Fiscal years 2005/06 and Fiscal Year 2006/07 (\$762,300) will be added to the monies available for the Budget Shortfall Mitigation (BSM) Bonus.

- b. Long-Term Service (LTS) Bonus Program

A lump-sum bonus shall be paid to all eligible employees who, during any of the fiscal years 2003/04 through the expiration of this Agreement complete a 5-year anniversary of continuous campus employment beginning at the employee's 10th year (employee's 10th, 15th, 20th, 25th, 30th, 35th, 40th, etc. years of qualified monthly service on the campus).

To be eligible, the employee must not have received disciplinary action as defined by Article 12.1 (B) during the five (5) year period immediately preceding the employee's appropriate 5-year anniversary (10th, 15th, 20th, 25th, 30th, 35th, 40th, etc.). Years in which an employee is under formal investigation for or has a disciplinary action under Article 12.1 (B) pending resolution, will not count toward or against the five (5) year eligibility period. For eligible employees paid on a 12-month basis, the bonus amount shall be equal to five percent (5%) of the employee's monthly salary rate as of the employee's 5-year anniversary date, multiplied by twelve (12). Eligible employees on other pay plans shall receive an appropriate pro-rata amount. Each employee's bonus amount shall be expressed as a percentage of the employee's previous calendar year's earnings (including overtime, if any).

For employees with a time base, qualified monthly service is defined as a month in which the employee is in pay status for eleven (11) or more workdays, regardless of the number of hours of work each day. For intermittent employees, any month in which an employee works at least forty-two (42) hours will count as a month of qualifying service.

A year of qualifying service means twelve (12) consecutive pay periods and ten months of qualifying service for a 10-month or 10/12 employee; twelve (12) consecutive pay periods and eleven (11) months of qualifying service for an 11/12 employee; twelve (12) consecutive pay periods and twelve (12) months of qualifying service for a 12-month employee; and completion of one (1) full academic year of qualifying service for an academic year employee.

The Long-Term Service Bonuses for each fiscal year shall be paid no later than September 1 following the end of the fiscal year.

Decisions regarding the granting or denial of a Long-Term Service Bonus shall not be subject to Article 10, Grievance Procedure. However, APC may grieve an alleged violation of a specific term of this provision 23.4, subject to provision 10.5.F.4.

c. Educational Achievement Stipend (EAS) Program

The Educational Achievement Stipend Program established in the parties' 2000-2003 Agreement shall be continued for employees who receive a master's and/or doctoral degree during the term of this Agreement. The amount of each stipend for a master's degree shall be \$2,272.37, and the amount of each stipend for a doctoral degree shall be \$2,840.46. Educational Achievement Stipends shall be paid out of available bonus/stipend funds as specified in provision 23.4.A above, provided sufficient funds are available from the pool of \$1,112,709. If sufficient funds are not available, the parties will meet to discuss whether to reduce the amount of the stipends or to delay some or all of the payments until the next year in which sufficient funds are available.

The Educational Achievement Stipends for each fiscal year shall be paid no later than September 1 following the end of the fiscal year for those employees who are on the payroll on August 1 following the end of the fiscal year.

d. Budget Shortfall Mitigation (BSM) Bonus Program

In each fiscal year of this Agreement, all active or on-leave bargaining unit employees with a time base as of May 1 of the applicable fiscal year shall receive a Budget Shortfall Mitigation Bonus. The amount of the BSM Bonus shall be the same amount for each full-time employee and a pro-rated amount, based on time base, for each part-time employee.

The amount of each year's bonus will be determined by dividing the remaining bonus/stipend funds by the number of eligible full-time equivalent bargaining unit employees. The remaining funds are the funds in the pool of \$1,112,709, inclusive of benefits (established pursuant to the parties' 2000-2003 Agreement) less the funds paid for that fiscal year's Long-Term Service Bonuses and Educational Achievement Stipends.

Should the BSM Bonus be less than \$100.00 per full-time equivalent bargaining unit employee, the bonus will not be paid and the pool available for the BSM Bonus will be rolled over to the next fiscal year's funds available for BSM Bonuses.

BSM Bonuses will be paid no later than November 1 immediately following each fiscal year.

Merit Bonus Program

- 23.5
- a. The Merit Bonus Program funds shall be dedicated to providing one-time, lump-sum bonuses awarded in recognition of above average performance on a project, recognition of one-time or special project performance, for members of a team in recognition of their performance as a team based on criteria established by the campus, above average performance in general, or other significant contributions to the campus and/or CSU community.
 - b. The Merit Bonus Program award shall be expressed as a percentage of gross pay for the period of time of performance for which the bonus is awarded.
 - c. The decision of the President, the President's designee, or other appropriate administrator as to who is to receive a Merit Bonus Program award and/or the amount of an award shall not be subject to Article 10, Grievance Procedure. However, APC may grieve an alleged violation of a specific term of this provision 23.5 subject to provision 10.5.F.4.

- d.** All funds in the Merit Bonus Program pool shall be awarded prior to the end of the fiscal year in which the funds are available.
- e.** For Fiscal Years 2024/2025, 2025/2026, ~~and~~ 2026/2027 **and 2027/28** there will be no merit bonuses from the Merit Bonus Program pool. The monies in the pool will be combined with monies available for the Budget Shortfall Mitigation Bonus and awarded as a Budget Shortfall Mitigation Bonus.
- f.** In addition to the Merit Bonus Program pool established for General Fund employees, a similar pool shall be established for all non-General Fund employees on each campus. The amount of the Merit Bonus Program pool for non-General Fund employees shall be the same percentage amount of their salaries and related benefit costs as is the case for General Fund employees. An individual campus may augment its General Fund Employee Merit Bonus Program pool above the amount specified in the Agreement, and the non-General Fund Merit Bonus pool may exceed the amount provided for herein.

Salary Stipends

- 23.6 An employee may receive a monthly salary stipend for additional work assigned by an Appropriate Administrator. These additional work assignments are to be made in writing and must have a specific beginning and ending date.

Nothing in Article 23.6 will supersede any other provision of the Collective Bargaining Agreement (e.g., Article 28 – Hours of Work).

The Appropriate Administrator's decision regarding the stipend shall be final, and shall not be subject to the Grievance Procedure.

Salary Adjustments Due to Reclassification

- 23.7 When an employee is reclassified to a classification with a lower salary range within the same series, the appropriate rate in the salary range shall be determined by considering any previous related service in a higher or lower class. Notwithstanding the above, in no case shall the new salary exceed the rate previously received in the higher class.
- 23.8 When an employee is reclassified to a classification with a lower salary range in another series, the appropriate rate in the salary range shall be determined by the appropriate administrator. Notwithstanding the above, in no case shall the new salary exceed the

rate previously received in the higher class. Determination of the appropriate rate in such cases shall be made by applying the criteria that would normally be used for making an initial appointment to that class.

- 23.9 When an employee is reclassified to a classification with a higher salary range, the appropriate rate in the salary range shall be determined by the appropriate administrator. The rate in the higher salary range shall be an increase of at least five percent (5.0%).

Additional Bonus Programs - Campus Funded

- 23.10 The CSU may award lump-sum bonuses (not permanent increases in base salary) for reasons identified below. Such bonuses may be awarded at the discretion of the President at any time and only for the following three (3) reasons:

- a. A recruitment bonus may be offered to a candidate as an inducement to commit to employment with the CSU. If the candidate does not complete the probationary period, the bonus must be returned to the CSU.
- b. A retention bonus may be awarded to an employee for staying with the CSU and who is in a position in a classification that is critical to the ongoing operations of the CSU, is in short supply in the labor market, and is a difficult to recruit for classification. The requirements for the retention bonus must be in writing. The minimum time period that an employee must commit to stay with the CSU in order to receive a retention bonus is twelve (12) months.
- c. A critical skills bonus may be awarded to an employee who possesses and uses skills that are necessary and critical to the ongoing operations of the CSU. The employee must be actively using the skills in order to receive the bonus.
- d. Provision 23.10 shall not be subject to Article 10, Grievance Procedure. The decision of the President to award or not award a bonus under this provision, or regarding the amount of such a bonus, shall be final and non-grievable. However, APC may grieve an alleged violation of a specific term of this provision 23.10, subject to provision 10.5.F.4.
- e. The bonuses in this provision 23.10 shall be campus funded.

- 23.11 For non-exempt employees, all bonus and stipend awards provided by this Agreement are based on a percentage of the employee's annual gross salary, including overtime.

In-Range Progression - Campus Funded

- 23.12 An increase in an employee's pay rate within a salary range of a classification due to increased responsibilities and skills of the employee, in recognition of extraordinary performance, or for market or pay equity reasons, is referred to as in-range progression.

A request for an in-range progression review may be submitted by the appropriate administrator or employee. Employee initiated in-range progression requests shall be submitted to Human Resources. An employee shall not submit a request for an in-range progression prior to twelve (12) months following submission of any prior in-range progression request by the employee. Review of an in-range progression request shall be completed within ninety (90) days.

When an in-range progression occurs, the appropriate salary increase shall be determined by the President. Such increases shall be campus funded. This provision 23.12 shall not be subject to Article 10, Grievance Procedure. The decision of the President to award or not award an in-range increase under this provision, or regarding the amount of such increase, shall be final and non-grievable. However, APC may grieve an alleged violation of a specific term of this provision 23.12, subject to provision 10.5.F.4.

Information Reports

- 23.13 a. The name, classification and campus of each recipient of a GSI, an in-range progression increase or other base salary increase, together with the salary as of June 30th and the dollar amount of each increase awarded each recipient, shall be reported annually to the APC Statewide Office no later than ninety (90) days following the end of each fiscal year. Increases shall also be reported by amount of increase, gender and ethnicity (but without individual names) for each campus. Reports shall identify all increases, including performance awards, by category: GSI, in-range progression increase, or other base salary increase.
- b. Reports containing information described in 23.13.A above regarding Long-Term Service Bonuses (described in provision 23.4.B), Educational Achievement Stipends (described in provision 23.4.C), Merit Bonuses (described in provision 23.5) and Bonuses described in provision 23.10 shall be provided annually to the APC Statewide Office no later than ninety (90) days following the end of each fiscal year.

- c. A report containing information described in 23.13.A above regarding Budget Shortfall Mitigation Bonuses (described in provision 23.4.D) shall be provided annually to the APC Statewide Office no later than ninety (90) days following payment of the bonuses.

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ARTICLE 24

BENEFITS

Eligibility

- 24.1 The term "eligible employees" as used in this Article shall mean employees who are appointed half-time or more for more than six (6) months. Those excluded from benefits include intermittent employees or any employee paid wholly from funds not controlled by the CSU, or from revolving or similar funds from which a regular State share payment of the insurance premium cannot be made.
- 24.2 The term "eligible family members" as used in this Article shall mean the eligible employee's legal spouse, registered Domestic Partner, and children from birth to the end of the month in which the dependent children reach age twenty-six (26). An adopted child, stepchild, natural child recognized by the parent, or a child living with the employee in a parent-child relationship as certified by the employee at the time of enrollment of the child, and annually thereafter up to the age of twenty-six (26) is also eligible. A family member who is a disabled child over the age twenty-six (26) may also be enrolled if, at the time of initial enrollment of the employee, satisfactory evidence of such disability is presented to the carrier consistent with the carrier's requirements. Upon attaining age twenty-six (26), a disabled child who is already enrolled may be continued in enrollment if satisfactory evidence of that disability is filed with the carrier in accordance with the carrier's criteria. Eligibility for family members is defined by CalPERS.
- 24.3 The parties agree to extend health, dental and vision benefits to registered domestic partners, as defined pursuant to Section 297 et seq. of the Family Code, Article 9, Section 22867 et seq. of the Government Code and Section 1261 of the Health and Safety Code, of benefit eligible employees in the bargaining unit. The parties further agree that the registration of registered domestic partners of benefit eligible employees, and all other procedures and conditions required to receive health benefits, as currently set forth in CalPERS Circular Letter 200-189-04, shall also apply to the receipt of dental and vision benefits.

It is further understood and agreed that the parties to this Agreement do not intend to waive, and do not waive, their individual and/or collective rights to challenge, including in a court of competent jurisdiction, the propriety and/or legality of CalPERS

regulations as set forth in CalPERS Circular Letter 200-189-04. If said CalPERS regulations are revised, Circular Letter 200-189-04 regulations as amended will control the implementation of health, dental and vision benefits for the registered domestic partners of Unit 4 benefit eligible employees. Any such changes involving mandatory bargaining subjects under HEERA shall be subject to negotiation upon thirty (30) day notice by a party to this Agreement.

Health

24.4 **The parties acknowledge the importance of maintaining high-quality, affordable health benefits for employees, dependents, and eligible retirees, and share an interest in preserving the long-term value and stability of the health benefits program for current and future employees.**

The parties further acknowledge that health care costs have continued to increase significantly over time, and that the Employer's contribution toward health benefits represents a substantial and important component of the total compensation package provided to employees. In recognition of these shared interests, the parties agree to establish a Health Benefits Review Work Group.

Following ratification of this Agreement, the Employer shall convene the Health Benefits Review Work Group. The purpose of the Work Group shall be to promote a shared understanding of health benefit costs, enrollment trends, employee plan selection, employer contribution levels, employee out-of-pocket costs, utilization trends, and comparable public employer practices. The Work Group may also review information and options intended to support the continued availability of high-quality, affordable health benefits in a sustainable manner.

Each CSU union participating in the health benefits program may appoint up to two (2) representatives to the Work Group, provided that such representatives must be enrolled in a CSU-sponsored health benefit plan at the time of their appointment and throughout their service on the Work Group. The Employer may designate an equal number of overall representatives.

The Employer shall schedule meetings of the Work Group as appropriate to review and discuss relevant information concerning the health benefits program. The parties may exchange information reasonably necessary to carry out the Work Group's purpose.

The parties acknowledge that the Work Group is advisory in nature and shall not have the authority to modify any collective bargaining agreement or alter the Employer's contribution toward health benefits during the term of this Agreement. The information developed through the Work Group may be used to assist the parties in developing a common understanding of health benefit costs and may inform future discussions regarding the health benefits program in bargaining.

Eligible employees and eligible family members as defined by CalPERS shall continue to receive health benefits offered through the CalPERS system for the life of this Agreement. Payment for those benefits shall be based on rates established by CalPERS for participating members. **Through December 31, 2028,** the Employer contribution shall be based upon the formula as provided in Government Code Section 22871, and any changes to the employee contribution shall be effective on the date required under this Section even if it occurs during the life of this Agreement. **Effective January 1, 2029, the Employer contribution toward the cost of health benefits shall be determined in the successor contract negotiations.**

The contract does not supersede the Government Code as it applies to CalPERS law.

- 24.5 All bargaining unit employees who contribute toward health benefits pursuant to provision 24.4 shall be entitled to participate in the CSU Health Premium Conversion Program. The terms of this program shall be determined by the CSU. All administrative costs for participation shall be paid by participating employees.

Healthcare Vesting for New Employees

- 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 (GC Section 22874.7). In addition, bargaining unit employees meeting these requirements shall be eligible for the full portion of the CSU contribution payable for basic dental plan (GC Section 22958.4).

Dental

- 24.7 The dental benefits provided by the CSU through the insurer(s) selected by the CSU for the CSU Enhanced Prepaid Dental Plan and the CSU Enhanced Level II Indemnity Dental Plan shall be offered to eligible employees and eligible family members. The

Employer's contribution to such plans shall equal one hundred percent (100%) of the basic monthly premium.

Vision Care

- 24.8 The vision benefits provided by the CSU through carriers selected by the CSU shall be offered to eligible employees and eligible family members. The Employer's contribution shall equal one hundred percent (100%) of the basic monthly premium.

Golden Handshake

- 24.9 If, during the duration of this Agreement, the Office of the Governor and the Department of Finance advise the CSU of the availability of the early retirement ("Golden Handshake") program for Unit 4 employees, the CSU agrees to notify the APC and, upon request, meet and confer regarding said availability.

403 (b) Plan

- 24.10 All members of the bargaining unit shall be eligible to participate in the 403(b) programs in accordance with regulations and procedures as established by the CSU.

Dependent Care Reimbursement

- 24.11 All bargaining unit employees shall be entitled to participate in the CSU Dependent Care Reimbursement Program. The terms of this program shall be determined by the CSU. All administrative costs for participation shall be paid by participating employees.

Health Care Reimbursement

- 24.12 All eligible bargaining unit employees shall be entitled to participate in the CSU Health Care Reimbursement Account (HCRA) Plan. The terms of this plan shall be determined by CSU and IRS regulations. All administrative costs for participation shall be paid by participating employees.

Enhanced 1959 PERS Survivors Benefit

- 24.13 The amount of benefit payable to a surviving spouse or dependent of a bargaining unit employee under the 1959 Survivors Benefit shall be increased to the levels of payment provided for in Government Code Section 21574.7.

Bargaining unit employees will continue to pay a premium of \$2 per month for this benefit as a result of negotiations implementing Government Code Section 21582. The CSU will pay the employer share plus the remaining portion of the employee contributions required for the benefit payable pursuant to Section 21574.7. In accordance with Section 21581 of the Government Code, the University and the employee shall split all costs above \$4.00. Should Section 21582 be amended to allow supersession of Section 21581 by this Agreement, the University agrees that all monthly premiums in excess of the employee contribution will be paid by the CSU.

Life Insurance

- 24.14 The life and accidental death and dismemberment insurance shall be provided to eligible employees by the CSU through the insurer(s) selected by the CSU at no cost to the employee. This program shall provide insurance during the term of employment in the amount of twenty-five thousand dollars (\$25,000).

Voluntary Life Insurance

- 24.15 The voluntary life insurance program provided by the CSU through the insurer(s) selected by the CSU shall be offered to eligible Unit 4 employees and eligible family members. The effective date shall be in accordance with the terms of the program.

Long Term Disability

- 24.16 Effective May 1, 1994 the CSU shall provide eligible employees with a disability income protection plan at no cost to the employee. The level of benefits shall equal the CSU Group Long Term Disability Plan in existence on January 1, 1994.

Information Regarding Benefits

- 24.17 The campus Human Resources Office shall make available information concerning an individual employee's rights under NDI, IDL, Workers' Compensation, Social Security, and/or CalPERS retirement options.

Flex Cash Program

24.18 Effective on August 1, 1994, all employees eligible for either health insurance pursuant to provision 24.4 or dental insurance pursuant to provision 24.7, shall be entitled to waive health and/or dental insurance in exchange for the following monthly payments:

- | | | |
|----|-----------------------------|-----------------|
| 1. | waive medical & dental only | \$140 per month |
| 2. | waive medical only | \$128 per month |
| 3. | waive dental only | \$12 per month |

In order to participate, an employee will be required to request participation and certify that they have alternate non-CSU coverage in the insurance being waived.

Part-Time, Seasonal, and Temporary Employees - Retirement

24.19 Part-time, seasonal, temporary and intermittent employees will continue to participate in the PST Retirement Plan administered by the California Department of Human Resources. The total cost of the plan will be paid by participating employees in the form of a seven and one-half percent (7.5%) pretax reduction, in accordance with Section 414(h) of the Internal Revenue Code, from a participating employee's covered wages each pay period. There shall be no cost to the CSU.

24.20 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 the code section, shall be two hundred fifty dollars (\$250.00).

WORK ENVIRONMENT

- 32.1 An employee or group of employees may make recommendations and suggestions regarding maintenance/improvement of a professional work environment.
- 32.2 When such recommendations and suggestions are submitted to the appropriate administrator in writing, the appropriate administrator shall respond in writing giving the disposition of such recommendations or suggestions.

Library Privileges

- 32.3 In addition to current library privileges of unit members, an employee who teaches a university-approved course shall be entitled to full library privileges.

Recreational Facilities

- 32.4 Employees shall have access to campus recreational facilities during non-scheduled work hours unless the President has determined that such access interferes with the authorized use of the facilities. The standard campus fee may be charged for the use of CSU-operated facilities. The use of campus recreational facilities by employees, except when part of an assigned duty, shall be wholly voluntary and shall not be considered as time worked.

Parking

- 32.5 Employees wishing to park at any CSU facility shall pay the CSU parking fees. The CSU shall provide for payroll deductions for this purpose upon written authorization by the employee. Parking fees may be increased at any time during the fiscal year, but campuses may not increase parking fees more than once per fiscal year.

For the 2024/2025 fiscal year, parking fees may be increased one time by up to two dollars (\$2) per month, but in no case greater than the amount paid by students at the time of the increase.

~~For the 2025/2026 fiscal year, parking fees may be increased by up to two dollars (\$2) per month if the Parties agree to a General Salary Increase in the fiscal year, but in no case greater than the amount paid by students at the time of the increase.~~

10/07/2026

For the 2026/2027 fiscal year, parking fees may be increased by up to two dollars (\$2) per month ~~if the Parties agree to a General Salary Increase in the fiscal year~~, but in no case greater than the amount paid by students at the time of the increase.

For the 2027/2028 fiscal year, parking fees may be increased by up to two dollars (\$2) per month, but in no case greater than the amount paid by students at the time of the increase.

The increase may apply to all staff parking rates, which could include daily, monthly, semester and/or annual permits.

- 32.6 For the duration of the agreement, the campus shall not substantially reduce the availability of non-reserved staff parking for the use of APC represented staff with non-reserved parking permits.

APC represented employees employed at two or more campuses shall not be required to purchase multiple parking passes. Procedures to implement the terms of this provision shall be determined by the CSU.

Tentative Agreement (APC & CSU)
10/07/2026

Signature: 

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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, ~~2028~~ **2027**.
- 34.2 All contractual provisions changed from the prior Agreement shall be effective upon ratification of this Agreement by both parties except that wherever a date is specifically indicated herein as the effective date for a change, such specifically indicated date shall govern.
- 34.3 Negotiations for a successor agreement shall commence when one of the parties delivers to the other its proposals in writing, no earlier than February 1 and no later than March 1, immediately preceding the expiration of this agreement.
- 34.4 Any term(s) of this Agreement which is deemed to carry an economic cost shall not be implemented until the amount required therefore is appropriated and made available to the CSU for expenditure for such purpose(s). If less than the amount needed to implement this Agreement is appropriated and made available to the CSU for expenditure, the term(s) of this Agreement deemed by the CSU to carry economic cost shall automatically be subject to the meet and confer process.