



CSU Unit 6 Successor Contract Tentative Agreement (TA) Summary

Contract Article	TA Changes
<p>Article 24 – Salary</p>	<p>Year 1:</p> <ul style="list-style-type: none"> • 5% General Salary Increase (GSI) retroactive to July 1, 2023, for all Unit 6 employees. If another CSU bargaining unit receives a GSI greater than 5% for this year the union can reopen bargaining on this GSI. <p>Year 2:</p> <ul style="list-style-type: none"> • Effective October 1, 2024, all Unit 6 employees placed on the nearest higher step to their current rate of pay on new salary step structure corresponding to their current classification and then advanced two additional steps. Placement cannot exceed the top step of the salary step structure. • Unit 6 employees below their Target Step, which is the step that corresponds to their years of service in current classification at their current campus, will receive up to two additional step increases not to exceed four total step increases, their Target Step, or the top step of their salary structure, whichever comes first. <p>Year 3:</p> <ul style="list-style-type: none"> • 1% Salary Structure Adjustment (SSA) effective July 1, 2025, that will increase all salary steps and corresponding Unit 6 pay rates by that percentage. • 1 Step Progression (step increase) effective July 1, 2025, for all Unit 6 employees below the top step of their salary step structure. • All Unit 6 employees below their Target Step as of July 1, 2025, will be placed on their Target Step. <p>Salary step structures range from 16 to 20 steps in total depending on the classification, and each step is 2% higher than the one preceding it. Therefore, each step increase results in a 2% base-building raise. No raises, including the step placement and step progression, are tied to performance evaluations.</p> <p>All raises in year 2 are contingent upon the CSU not having their base funding from the State of California cut from its current level in the next fiscal year starting July 1, 2024. If this contingency is triggered, the union and CSU would reopen bargaining on Article 24 – Salary and Article 25 – Benefits. A deferral of planned increases in State funding to the CSU like what Governor Newsom proposed in January of this year would not trigger this contingency.</p>



	<p>All raises in year 3 are contingent upon the CSU receiving at least \$480 million in additional State funding over what it is receiving currently in year 3. This is roughly equivalent to two years of 5% base increases that Governor Newsom has committed to the CSU as part of a five-year compact. Same reopener if contingency is triggered.</p> <p>Maintains current contract language on emergency pay, including that the emergency pay premium provides pay equivalent to double time for time worked during an emergency situation. CSU had previously proposed deleting the existing emergency pay language several times.</p> <p>Current In-Range Progression (IRP) process sunsets after May 1, 2024. Extended Performance Increase (EPI) language removed. Expanded Additional Increases language allows Unit 6 employees to request one-time bonuses or base-building raises and be informed when the request is received and if it is granted. This provision can be reviewed and modified during successor contract bargaining.</p> <p>Maintained ability to establish Cost Savings/Staffing Committees on the campuses upon request of either party to allow joint labor-management discussion on generating cost savings, addressing staffing issues, and recommending uses for any cost savings.</p> <p>10/11 and 11/12 Pay Plans removed from contract.</p>
<p>Article 25 – Benefits</p>	<p>Current contract language and protections regarding CSU benefits for Unit 6 workers maintained.</p>
<p>Article 4 – Contracting Out</p>	<p>Maintained existing contractual protections against contracting out our work despite repeated attempts by the CSU to significantly weaken the language.</p>
<p>Article 7 – Union Rights</p>	<p>Expanded steward training eligibility to any employee designated by the union instead of just existing stewards or union officers.</p> <p>Updated union security language to reflect current practice for union dues and fee deductions.</p> <p>New language making clear that campuses can provide office space to the union subject to availability and terms of use.</p>
<p>Article 9 – Grievance Procedure</p>	<p>Generally updated language to remove outdated references to faxes and certified mail.</p> <p>For Optional Informal Review, new language that a grievant or their representative designate a meeting in writing as being an informal grievance meeting for greater clarity. Also clarifying language that the employee’s immediate manager must specifically provide a response in writing to the employee following the informal grievance meeting.</p>



	<p>Extended from 14 to 40 days the window the union has to file a request for arbitration on a grievance after receiving the Level III grievance response.</p> <p>More specific language establishing the number of arbitrators, the selection process to determine which arbitrator will hear a particular arbitration, and what happens if the number of available arbitrators falls below a certain threshold.</p> <p>Timeline for an arbitration to be considered withdrawn by the union if an arbitration hearing has not been scheduled extended from 6 months to 12 months from when the arbitration was filed. New language that parties will work to promptly reschedule a hearing if necessary. Done to address significant delays that can occur in getting an arbitrator to commit to a hearing date.</p> <p>For Mediation/Arbitration, new language that parties will select a replacement mediator/arbitrator if a vacancy occurs by mutual agreement.</p>
<p>Article 10 – Appointment</p>	<p>New language that Unit 6 employees who apply for a vacant position and are determined to meet the preferred qualifications of that posting shall be interviewed. Also, campuses can choose to post Unit 6 vacancies to internal Unit 6 employees at the campus only.</p> <p>In section 10.8, language changed to clarify current practice that CSU transfers accrued sick leave if someone changes campuses without a break in service while continuing to report retirement credit to CalPERS, which maintains an employee’s retirement accruals regardless of which campus they work at.</p>
<p>Article 11 – Probationary Period</p>	<p>For Unit 6 employees appointed to a different classification in their current occupational series, reduced the probationary period they would be required to serve in their new classifications to 6 months from 12 months.</p>
<p>Article 13 – Personnel File</p>	<p>A Unit 6 employee can request and have written reprimands and/or disciplinary documents related to workplace violence, discrimination, harassment, or retaliation removed from their personnel file after 5 years of not having a written reprimand or discipline for that same issue. For all other issues, an employee can request removal from the personnel file after 3 years with no reprimands or discipline on the issue.</p>
<p>Article 15 – Employee Rights</p>	<p>Clarifying language that a Unit 6 employee may only be charged for lost, stolen, or damaged keys and identification badges or cards provided by the CSU if the issue was the result of that employee’s ‘gross’ negligence rather than just ‘negligence’ or ‘unauthorized use.’</p>



<p>Article 16 – Vacation</p>	<p>Vacation accrual maximums increased to 320 working hours from 272 hours for those with 10 or fewer years of qualifying service and to 440 working hours from 384 hours for those with more than 10 years of qualifying service.</p>
<p>Article 17 – Holidays</p>	<p>Added June 19th (Juneteenth) to the list of paid CSU holidays.</p>
<p>Article 18 – Leaves of Absence with Pay</p>	<p>In section 18.8, clarifying language that the ability to use up to 40 hours of accrued sick leave for bereavement is in addition to the 5 days of paid bereavement leave provided in section 18.15.</p>
<p>Article 19 – Leaves of Absence Without Pay</p>	<p>Added and defined a Designated Person to list of individuals an employee can take family care and medical leave to care for when they have a serious health condition in line with State law.</p>
<p>Article 30 – Layoff</p>	<p>New language that prior to providing layoff notice, the campus President shall consider alternative programs to mitigate layoffs and notify the union if they determine a program(s) is appropriate. The union can meet and confer over any program.</p> <p>Added another procedure to break a tie in the order of layoff of any Permanent Unit 6 employees.</p> <p>Changes to Voluntary Programs to Avoid Layoff language to have programs to reduce layoffs available after providing layoff notice.</p> <p>Permanent employees who are being laid off shall be given layoff notification in-person or by virtual meeting/phone if in-person is not practical. Notice will also be provided by tracked mail delivery.</p> <p>New process describing how reemployment is offered to laid off employees with timelines to determine when an offer would be considered declined.</p>
<p>Article 32 – Duration and Implementation</p>	<p>New contract would be effective through June 30, 2026, with negotiations for a successor agreement to begin in October 2025.</p>
<p>New Appendix on New Employee Orientations</p>	<p>Incorporates and updates existing memorandum of understanding regarding new employee orientations into the contract.</p>
<p>New Appendix on List of Arbitrators and Mediators</p>	<p>Establishes list of arbitrators and mediators in connection with Article 9 – Grievance Procedure.</p>