



## CSUEU's Units 2, 5, 7, 9 and Unit 14 Sunshine Proposal CSUEU-CSU 2026 Bargaining

Pursuant to Article 20.4(b) of the 2022 – 2026 Units 2, 5, 7 and 9 Collective Bargaining Agreement between the California State University Employees Union (CSUEU) for and the Board of Trustees of the California State University (CSU), CSUEU presents this initial proposal to open the following articles and commence bargaining. CSUEU reserves the right to add to, modify or delete these proposals and to introduce new proposals during the course of negotiations.

The following video presentation is a part of our proposal and is incorporated by reference:

<https://csueu.org/members/bargaining/sunshine>

### **Article 3: Management Rights**

- The Union proposes to restrict contracting out.

CSU has abused and manipulated their right to contract out in the most shameful way. This must come to an end. We are demanding tight restrictions on contracting out and the use of outside contractors only in those rare cases where it makes sense.

### **Article 9: Employee Status**

- The Union proposes to restrict the use of temporary employees.

The continuing abuse of this contract language and temporary employees has, if anything, gotten worse in the last contract period. CSUEU is demanding contract language to very tightly control the hiring and use of temporary staff for only appropriate circumstances.

### **Article 10: Employee Performance**

- The Union proposes to standardize employment evaluations across the system.

Employment evaluations will assume greater significance now that step advancement is contingent upon a satisfactory review. There can be no fair or equitable evaluation system across the CSU without a single, standardized evaluation form that is used and applied uniformly across all campuses. Any campus-by-campus variation in the form or its implementation undermines equity, comparability, and the legitimacy of the evaluation process.



#### **Article 14: Vacations and Holidays**

- The Union proposes to improve the vacation policy.

CSU vacation policy has long been a source of dissatisfaction and low morale among CSU staff. CSU must rise to the level of peer institutions, if it wishes to attract and retain the highest qualified staff.

#### **Article 15: Leaves of Absence with Pay**

- The Union proposes to improve parental leave.

Parental leave is another area where CSU lags behind peer institutions. If we wish to attract and keep workers of the highest quality, we must be able to assure them that when the time comes for them to have children, they will be able to maximize the amount of time they have to bond with them without fear of losing their job.

- The Union proposes to improve sick leave.

Like parental leave, staff should be able to take adequate time when they are sick to recover. Staff are working sick in order to keep their jobs and that does not benefit them, their coworkers, the students or the University as a whole. CSU must create the conditions for staff to use sick leave without fear.

#### **Article 19: Overtime**

- The Union proposes to improve overtime.

Hourly staff have been subjected to abuses by CSU's interpretation of the contractual overtime after 40 hours in a week provision. The clear solution is to implement overtime reform and to prohibit the inappropriate use of the CTO (compensatory time off) provision.

#### **Article 20: Salary**

- The Union proposes to complete the full implementation of steps.

In the current agreement, CSU and CSUEU agreed to the return of a step based compensation program. CSU used the budget crisis of 2025 to willfully withhold the full implementation of steps, leaving thousands of staff on a step that is substantially short of their correct placement. We continue to demand that this injustice be remedied.



- The Union proposes a salary structure adjustment (SSA).

Price inflation has reached crisis levels and CSU compensation has not kept up in any meaningful way. CSU must increase wages to allow staff to maintain purchasing power and prevent a functional reduction in pay.

- The Union proposes to improve the pay of red circled employees.

Employees currently earning above the top step of their pay range should receive longevity pay.

### **Article 21: Benefits**

- The Union proposes to improve parking by slowing the rate of cost growth and increase the number of reserved spaces.

CSU's parking system is fundamentally flawed: utilization is down, but an overabundance of supply and cost associate therewith means that the price is going up. We must fix this problem without increasing the costs to staff and students.

- The Union proposes to improve clothing allowances.

Some staff are required to wear uniform or safety clothing and boots. They are expected to pay for some of this themselves because of inadequate or nonexistent allowances. This must end. Required uniforms and safety gear are the responsibility of the employer, not the employees.

### **New Article: Shared Services Agreements**

- The Union proposes to structure the implementation of multi-university shared services agreements.

CSU has claimed "efficiency" by forcing shared services across multiple campuses without consulting the employees who actually perform the work. This blatant disregard for frontline staff is unacceptable. We demand a seat at the table.

### **New Article: Artificial Intelligence**

- The Union proposes to restrict the use of artificial intelligence in the workplace.

Artificial intelligence is set to radically reshape the work of CSUEU members, yet CSU has chosen to ignore its impacts. The AI industry is reckless and indifferent to the workers it affects, and CSU has embraced this system without regard for employee concerns. Workers must have a decisive voice in the rollout of this transformative system, which will fundamentally alter their work.



Pursuant to Article 22 of the 2025-26 Unit 14 Collective Bargaining Agreement between the California State University Employees Union (CSUEU) and the Board of Trustees of the California State University (CSU), CSUEU presents this initial proposal to open the following articles and commence bargaining. CSUEU reserves the right to add to, modify or delete these proposals and to introduce new proposals during the course of negotiations.

**Article 14: Leaves of Absence**

- The Union proposes improvements in Sick Leave and Bereavement Leave.

**Article 16: Wages and Responsibilities**

- The Union proposes increases in wages.

**Article 17: Benefits**

- The Union proposes improvements in Parking Fees.

**Article 22: Duration and Implementation**

- The Union proposes to align the expiration date with the 2, 5, 7 and 9 Collective Bargaining Agreement.