

This is part of a package proposal. UAW reserves the right to withdraw this package proposal at any time, at its sole discretion and without penalty. If this package proposal is not accepted as written in its entirety and without modification as described below, this proposal will be declared to be void and non-existent and the Union will return to bargaining from its language proposed prior to this package proposal.

## ARTICLE 9

### FEE WAIVER

9.1 Pursuant to Executive Order 611, campus Presidents or their designees may waive the State University Fee for individual students who are enrolled in a California State University graduate program as classified or conditionally classified graduate students and who are employed by the California State University as Graduate Assistants (Class Code 2355) or Teaching Associates (Class Code 2353 or 2354) **in addition to the provisions in Sections 2 and 3 of this Article**. This Executive Order shall not be subject to Article 10 (Grievance Procedure).

~~9.2 **Matriculated graduate students who are appointed as Teaching Associates or Graduate Assistants shall be granted fee waivers, during the semester or quarter that they are appointed, of mandatory campus fees and the mandatory state university tuition fees. The fee waiver covers 1-6 units at semester-system campuses (or equivalent at quarter-system campuses) for a hiring timebase of 0.10 to 0.20 or more than 6 units (or equivalent at quarter-system campuses) for a hiring time base above 0.20.**~~

**9.32 The University will continue to provide fee waivers that were in effect as of January 1, 2021.**

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## ARTICLE 18

### SALARY

- 18.1 Salary schedules for employees shall be found in Appendix C and incorporated in this Agreement by reference. An employee shall be assigned a salary rate within the salary range of the appropriate classification. Teaching Associates and Graduate Assistants shall be assigned a monthly salary rate. Instructional Student Assistants shall be assigned an hourly salary rate. Appointment of an employee in the same or consecutive academic year(s) to the same classification in the same department or equivalent unit shall require the same or higher salary placement as in his/her previous appointment.

#### General Salary Increase

- 18.2 A General Salary Increase (GSI) is a negotiated percentage increase applied to the minimum and maximum rate on the salary schedule for all bargaining unit classifications and to the individual salary rates of all employees who are actively employed or in leave status on the effective date of the increase.
- 18.3 For fiscal year ~~2018/19~~21/22, the salary of each Teaching Associate employee shall be increased by ~~3~~10% effective July 1, ~~2018~~2021. **For Teaching Associate classifications with a minimum monthly salary rate less than \$3120 on a timebase of 1, as of July 1, 2021, the minimum monthly salary rate shall be increased to \$3120 on a timebase of 1, prorated according to timebase, effective July 1, 2021. The minimum monthly salary rate for Teaching Associate classifications greater than or equal to \$3120 on a timebase of 1, as of July 1, 2021, shall be increased by 5%, effective July 1, 2021. The maximum salary rate for Teaching Associates shall be increased by 5%, effective July 1, 2021.** ~~The minimum and maximum salary rates for Teaching Associate classifications shall be increased by 3% effective July 1, 2018.~~
- 18.4 For fiscal year ~~2019/20~~22/23, the salary of each Teaching Associate shall be increased by ~~3~~5% effective July 1, ~~2019~~2022. **For Teaching Associate classifications with a minimum monthly salary rate less than \$3294 on a timebase of 1 as of July 1, 2022, the minimum monthly salary rate shall be increased to \$3294 on a timebase of 1,**

- prorated according to timebase, effective July 1, 2022. For Teaching Associate classifications with a minimum monthly salary rate greater than or equal to \$3294 on a timebase of 1, as of July 1, 2022, the minimum monthly salary rate shall be increased by 5%, effective July 1, 2022. The maximum salary rate for Teaching Associates shall be increased by 5%, effective July 1, 2022.** ~~The minimum and maximum salary rates for Teaching Associate classifications shall be increased by 3% effective July 1, 2019.~~
- 18.5 For fiscal year ~~2018/19~~**2021/22**, the salary of each Graduate Assistant employee shall be increased by ~~3~~**10**% effective July 1, ~~2018~~**2021**. **The minimum monthly salary rate for Graduate Assistant employees shall be increased to \$3120 on a timebase of 1, prorated according to timebase, effective July 1, 2021. The maximum salary rate for Graduate Assistants shall be increased by 15%, effective July 1, 2021.** ~~The minimum and maximum salary rates for Graduate Assistant employees in classification 2355 shall be increased by 3% effective July 1, 2018. The minimum salary rate for Graduate Assistant employees in Classifications 2325 and 2326 shall be increased by 7.39% effective July 1, 2018, and the maximum salary rate shall be increased by 3%.~~
- 18.6 For fiscal year ~~2019/20~~**2022/23**, the salary of each Graduate Assistant employee shall be increased by ~~3~~**5**% effective July 1, ~~2019~~**2022**. **The minimum monthly salary rate for Graduate Assistants shall be increased to \$3294 on a timebase of 1, prorated according to timebase, effective July 1, 2022. The maximum salary rate for Graduate Assistants shall be increased by 5%, effective July 1, 2022.** ~~The minimum and maximum salary rates for Graduate Assistant employees in classification 2355 shall be increased by 3% effective July 1, 2019. The minimum salary rate for Graduate Assistant employees in classifications 2325 and 2326 shall be increased by 3.72% effective July 1, 2019, and the maximum salary rate shall be increased by 3%~~
- 18.7 For fiscal year ~~2018/19~~**2021/22**, the salary rate of each Instructional Student Assistant shall be increased by ~~\$0.25 (twenty five cents)~~ **\$1.00 (one dollar)** effective July 1, ~~2018~~**2021**. The minimum and maximum hourly rates for Instructional Student Assistants shall be increased by ~~\$0.50 (fifty cents)~~ **\$3.00 (three dollars)** per hour effective July 1, ~~2018~~**2021**.
- 18.8 For fiscal year ~~2019/20~~**2022/23**, the salary rate of each Instructional Student Assistant shall be increased by ~~\$0.25 (twenty five cents)~~ **\$1.00 (one dollar)** effective July 1, ~~2019~~**2022**. The minimum and maximum hourly rates for Instructional Student Assistants shall be increased ~~\$0.50 (fifty cents)~~ **\$1.00 (one dollar)** per hour effective July 1, ~~2019~~**2022**.

#### Direct Deposit

- 18.9 Employees who meet the eligibility criteria established by CSU policies shall be provided the option of direct deposit of their pay.

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## **ARTICLE 27**

### **DURATION**

- 27.1 Except as otherwise provided in this Agreement, this Agreement shall be effective upon its ratification by both parties. This Agreement shall remain in full force and effect up to and including September 30, ~~2020~~2023.
- 27.2 Except as specifically provided in this Agreement, neither party shall have any duty to meet and confer for the purpose of modifying terms and conditions of the Agreement.
- 27.3 Written notice shall be given by either party seeking to commence negotiations on a successor contract no earlier than February 1, ~~2020~~2023, and no later than March 1, ~~2020~~2023.
- 27.4 The parties shall exchange initial proposals no later than fourteen days before the March ~~2020~~2023 CSU Board of Trustees Meeting.
- 27.5 As provided for in HEERA, any term(s) of this Agreement that carries an economic cost shall not be implemented until the amount required therefore is appropriated and made available to the CSU for expenditure for such purposes. If less than the amount is 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.

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## Article XX

### International and Immigrant support

XX.1 Academic Student Employees shall have a right to five (5) paid days of leave per year in order to attend visa and immigration proceedings and biometrics appointments for the employee and the employee's family.

~~XX.2 For those Academic Student Employees who pay a SEVIS fee and a non-immigrant visa application fee to attend their current program at the CSU and who are employed as Academic Student Employees in the term in which they matriculate in their current program, the SEVIS fee and the non-immigrant visa application fee paid by the Academic Student Employee will be reimbursed upon request and proof of payment unless that fee/those fees has/have already been paid or reimbursed by another source.~~

XX.32 Effective 2021/2022 Academic Year, the University shall establish an International and Immigrant Academic Student Employee Accounting and Legal Assistance Fund in the amount of \$10,000 per academic year. Academic Student Employees who are resident or non-resident aliens for tax purposes may apply for reimbursement from the fund of any out-of-pocket tax-related and legal expenses. Distribution of any funds shall be made in accordance with procedures, policies and requirements established by the Union.

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## Article XX

### A Healthy CSU

- XX.1** **The University shall waive the Health Facilities Fee and Health Services Fee for an Academic Student Employee during each term of such Academic Student Employee's appointment.**
- XX.2** **The University shall waive fees and copays for Academic Student Employees for basic health services that have a charge and for augmented services at CSU campus health centers.**
- XX.3** **During each fiscal year the University shall make an Academic Student Employee Health Support Fund available in the amount of \$500,000. Distribution of any funds shall be made in accordance with procedures, policies and requirements established by the Union. Bargaining unit members may apply for reimbursement to help defray the cost of premiums for their own and/or any dependent coverage, copays, or other out-of-pocket medical expenses.**