



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

**between**

**The Board of Trustees of**  
**The California State University**

**and**

**United Auto Workers Local 4123**  
**(Bargaining Unit 11)**

**May 2021**

**Bargaining Unit 11  
2021 Successor Agreement Negotiations  
California State University Bargaining Proposals**

**Article 2 – Appointments, Posting and Notification**

- The University will make proposals to amend appointments, posting, and notification.

**Article 3 – Benefits**

- The University will make proposals to amend benefits.

**Article 10 – Grievance Procedure**

- The University will make proposals to amend the grievance procedure.

**Article 14 – Leaves of Absence**

- The University will make proposals to amend leaves of absence.

**Article 16 – Non-Discrimination**

- The University will make proposals to amend the non-discrimination to be consistent with CSU Executive Order Processes and prevailing law.

**Article 18 – Salary**

- The University may make proposals to amend to salary.

**Article 22 – Training**

- The University will make proposals to amend training.

**Article 23 – Union Access**

- The University will make proposals to amend union access.

**Article 26 – Workload**

- The University will make proposals to amend workload.

**Article 27 – Duration**

- The University will make proposals to amend duration.

**Appendices and Side Letters**

- The CSU will review all Appendices and Side Letters, and make proposals to amend, retain, or delete as appropriate.

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