

## CSUEU - Units 2, 5, 7 & 9

The California State University Employees Union (CSUEU) represents the second largest group of employees on campus and includes four different bargaining units. The purpose of this Tip is to provide information that will help prevent inadvertent violations of the CSUEU Collective Bargaining Agreement (CBA). We will focus specifically on situations requiring notice.

But first, to give you an idea of the broad range of work performed by employees represented by CSUEU, a sample of the classifications found in each of the four bargaining units:

- Unit 2: Athletic Trainer, Medical Assistant, Pharmacist, Physician Assistant, Registered Nurse
- Unit 5: Cook, Custodian, Gardener, Grounds-worker, Laborer
- Unit 7: Administrative Support, Data Control Technician, Parking Officer, Police Dispatcher
- Unit 9: Graphic Designer, Network Analyst, Library Services Specialist, Research Technician

Two areas that frequently result in “failure to provide notice” violations are: 1) contracting out work that is normally performed by bargaining unit employees in one of the units above, and 2) making changes to system- or campus-wide policies or creating new policies that impact the wages, hours, or conditions of employment cited in the CBA (addressed in Articles 3 and 4 respectively).

Article 3 outlines the conditions and situations under which contracting out may occur and the University’s requirements regarding notice in each. Our office works with the Chancellor’s Office to provide notice, therefore you need to **contact us before** hiring a vendor/contractor to do work normally performed by CSUEU employees. We will review your plan, determine if notice is required, and as necessary, provide other options and/or work with you throughout the “meet and confer” process with union representatives.

Article 4 lays out the notification process required prior to proposed changes to existing policies or the implementation of new policies. Even minor changes may impact the negotiated terms and conditions of employment in unintended or subtle ways. You need to **contact us in advance** so that we have an opportunity to identify any potential impact, and determine what notification and/or other actions are required to help you move forward.

*Spending time to review your issue with us in advance will save you time - and possibly costs - later!*

Here’s a link to the CSUEU CBA. You will find CBAs for all the unions on our website.

[http://www.calstate.edu/LaborRel/Contracts\\_HTML/CSEA\\_Contract/index.shtml](http://www.calstate.edu/LaborRel/Contracts_HTML/CSEA_Contract/index.shtml)

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In a previous Tip, we addressed contracting out work per the State Employees’ Trades Council (SETC), Unit 6. Please keep in mind that each union’s CBA contains different language and requirements.

*We encourage you to contact Labor & Employee Relations for guidance or with questions at any time. Bryan Kauffman, ext. 53672, Diane Rosenfield, ext. 54371, Stephen Blecha, ext. 86863, and Katon Dalton, ext. 81875.*