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IDnum 16 **Language** English **Country** United States **State** CA

Union SEIU (Service Employees International Union) AFL-CIO

Local SEIU Local 1000; California State Employees Association, CSU Division Bargaining Units 2, 5, 7, and 9

Occupations Represented
Multiple occupations represented

Bargaining Agency Trustees of The California State University

Agency industrial classification (NAICS):

61 (Educational Services)

BeginYear 1999 **EndYear** 2001

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Notes

Contact

Full text contract begins on following page.

ARTICLE 1
RECOGNITION

1.1

The Trustees of The California State University (CSU) recognize the California State Employees' Association, (CSEA), Service Employees International Union (SEIU) Local 1000, AFL-CIO, the Union, as the sole and exclusive bargaining representative for Bargaining Units 2, 5, 7 and 9, which includes the employees in classifications described in Appendix A of this Agreement.

1.2

The parties further agree that management, supervisory, and confidential employees as defined in the Higher Education Employer-Employee Relations Act of 1978 (HEERA) are excluded from the bargaining units.

1.3

The parties agree that employees appointed for ninety (90) days or less in classifications described in Appendix A of this Agreement are excluded from the bargaining units and are not covered by the terms of this Agreement.

1.4

The parties may mutually agree in writing to modify the unit to include or delete classification(s). If the parties disagree as to the inclusion or deletion of classification(s), either party may seek a unit modification pursuant to the procedures established by the Public Employment Relations Board (PERB).

1.5

The University reserves the right at any time to move a position into a Confidential classification when the duties are consistent with the Confidential designation as defined in HEERA. The Union reserves the right to challenge before PERB whether a position designated by the University is confidential within the meaning of HEERA. Any Confidential employee whose duties are changed to remove confidential duties as defined in HEERA shall be appointed by the University to the classification and bargaining unit appropriate to the duties of the assignment.

ARTICLE 2 DEFINITIONS

2.1

Administrator - The term "administrator" as used in this Agreement refers to an employee serving in a position designated management or supervisory as defined by HEERA.

2.2

Appropriate Administrator - The term "appropriate administrator" as used in this Agreement refers to the immediate non-bargaining unit supervisor or manager to whom the employee is normally accountable, or who has been designated by the President.

2.3

Bargaining Unit - The term "bargaining unit" as used in this Agreement refers to the bargaining unit defined in Article 1, Recognition.

2.4

Calendar Year - The term "calendar year" as used in this Agreement refers to the period of time from January 1 through December 31.

2.5

Campus - The term "campus" as used in this Agreement refers to one university or college and all its facilities, which is a member institution of The California State University. The term "campus" shall also refer to the Office of the Chancellor, when appropriate.

2.6

Chancellor - The term "Chancellor" as used in this Agreement refers to the chief executive officer of the CSU or his/her designee.

2.7

Conversion - The term "conversion" as used in this agreement refers to the implementation of new classification structure(s) in which the original classification(s) are abolished and replaced with new classification structure(s) with a new set of classification(s) and the employees are placed in the new classification(s). The impact of any conversion including, but not limited to, compensation shall be subject to the collective bargaining process.

2.8

CSU - The term "CSU" as used in this Agreement refers collectively to the Trustees, the Office of the Chancellor, and the universities and colleges.

2.9

Day - The term "day" as used in this Agreement refers to a calendar day. The time in which an act provided by this Agreement is to be done is computed by excluding the first day, and including the last, unless the last day is a holiday or other day on which the Employer is not regularly open for business, and then it is also excluded.

2.10

Employee - The term "employee" as used in this Agreement refers to a bargaining unit member who is a full-time, part-time, probationary, permanent, or temporary employee.

- a. Full-time Employee as used in this Agreement refers to a bargaining unit employee who is serving in a full-time appointment.
- b. Part-time Employee as used in this Agreement refers to a bargaining unit employee who is serving in less than a full-time appointment.

- c. Probationary Employee as used in this Agreement refers to a bargaining unit employee who has received a probationary appointment and is serving a period of probation.
- d. Permanent Employee as used in this Agreement refers to a bargaining unit employee who has been awarded permanent status and is serving in a permanent appointment.
- e. Temporary Employee as used in this Agreement refers to a bargaining unit employee who is serving in a temporary appointment for a specific period of time.
- f. Per diem Employee as used in this agreement refers to a type of hourly intermittent employee in classifications listed in Appendix B who are paid by a per diem salary rate which includes a base hourly rate plus twenty nine percent (29%) of the hourly rate. A per diem employee does not accrue leave and is not eligible for benefits and is not covered by Articles 14, 15, 16, 21, and 22. A per diem employee is eligible for retirement pursuant to Provision 21.25 (Part-time Employees Retirement Plan) and in accordance with PERS regulations. Per diem employees shall not displace bargaining unit employees. "Displacement" includes layoff and demotion.
- g. Intermittent Employee as used in this Agreement refers to a temporary bargaining unit employee who works on an hourly-intermittent basis.

2.11

Fiscal Year - The term "fiscal year" as used in this Agreement refers to the period of time from July 1 through June 30.

2.12

In-classification Progression - The term "in-classification progression" as used in this Agreement refers to movement from one skill level to a higher skill level within a classification.

2.13

In-range progression - The term "in-range progression" as used in this agreement refers to an increase in salary within a salary range or sub-range.

2.14

Lead Work Assignment - The term "lead work assignment" as used in this Agreement refers to a written assignment made by an appropriate administrator to a bargaining unit member which includes a broad range of responsibilities for providing work direction to other bargaining unit members.

2.15

Notice - The term "notice" or "notification" as used in this Agreement in Articles 1, 3, 4, 9, 17, 21, 24, and 25 refers to the process of providing formal and official written communication to CSEA or the CSU. Unless otherwise expressly agreed upon, notice to both CSEA and CSU shall be made to their headquarter's office.

2.16

Parties - The term "parties" as used in this Agreement refers to the CSU and the California State Employees' Association, SEIU Local 1000, AFL-CIO.

2.17

President - The term "President" as used in this Agreement refers to the chief executive officer of a university or college or his/her designee. The term "President" shall also refer to the Chancellor or his/her designee, when appropriate.

2.18

Skill Level - The term "skill level" as used in this Agreement refers to a designated level within a classification containing skill levels that defines the requirements of a position or the duties and capabilities expected of an incumbent at that level.

2.19

Sub-Range - The term "sub-range" as used in this Agreement refers to the identified minimum and maximum salary rates related to a specific skill level within a salary range.

2.20

Trustees - The term "Trustees" as used in this Agreement refers to the Board of Trustees of the CSU.

2.21

Union - The term "Union" as used in this Agreement refers to the California State Employees' Association (CSEA), SEIU Local 1000, AFL-CIO, exclusive bargaining representative.

2.22

Union Representative - The term "Union Representative" as used in this Agreement refers to a person who has been officially designated in writing by the Union as a Union Representative and shall include but not be limited to Campus Bargaining Unit Representatives, Chapter Presidents and Vice Presidents, Chapter Secretary/Treasurers, Chapter Job Stewards, Chapter Chief Job Stewards, Division Chairs, and paid employees of CSEA.

2.23

Workday - The term "workday" as used in this Agreement refers to the hours an employee is scheduled for work on any one calendar day.

2.24

Worktime/Work Hours - The terms "worktime" and/or "work hours" as used in this Agreement refer to time spent in compensated employment except time spent on all paid disability leaves and workers' compensation.

2.25

Telecommuting - The term "telecommuting" as used in this Agreement refers to the performance of the assigned duties and responsibilities of an employee's position in a space specifically set aside as an office, typically in the employee's residence (home office).

ARTICLE 3
MANAGEMENT RIGHTS

3.1

The CSU retains and reserves unto itself, without limitation, whether exercised or not, all powers, rights, authorities, duties, and responsibilities which have not been specifically abridged, delegated or modified by this Agreement.

Contracting Out

3.2

When the Employer deems it necessary in order to carry out the mission and operations of the campus, the Employer may contract out work provided that the contracting out does not displace bargaining unit employees. "Displacement" includes layoff, demotion, involuntary transfer to a new classification, involuntary transfer to a new location requiring a change of residence, and involuntary timebase reductions.

3.3

The CSU shall notify the Union when contracting out is to be on a long-term basis. Long term contracting out shall mean contracting which is more than one-hundred eighty (180) days. The Union may request to meet and confer on the impact of contracting out work when such contracting out is to be on a long-term basis. The CSU shall meet with the Union for this purpose within thirty (30) days of such a request. Notice to the Union shall be no later than one hundred twenty (120) days prior to the commencement of the contracting out. In emergency circumstances, when the University enters into a contract under which contracting out will commence in less than forty (40) days, when possible, notification shall be made two (2) weeks prior to implementing the contract, but in no event later than ten (10) working days after commencement of the contracting out.

3.4

Prior to meeting and conferring on long term contracting out, the University will provide to CSEA all relevant written information, including copies of all bids received, any cost analysis used by the University to evaluate the need for contracting out, and copies of all consultants' reports, if any, used by the University in making its decision regarding long term contracting out.

ARTICLE 4
EFFECT OF AGREEMENT

4.1

This Agreement constitutes the entire Agreement of the Trustees and the Union, arrived at as the result of meeting and conferring. The terms and conditions may be altered, changed, added to, deleted from, or modified only through the voluntary and mutual consent of the parties in an expressed written amendment to the Agreement. This Agreement supersedes all previous Agreements, understandings, and prior practices related to matters included within this Agreement.

In the absence of any specific provisions in this Agreement, all CSU practices and procedures are at the discretion of the Employer.

The CSU shall provide notification to the Union of proposed changes in written systemwide policies affecting wages, hours and conditions of employment during the term of this Agreement.

Whenever possible, such notice shall be prior to the implementation of changes in such policies.

Upon written request of the Union, the CSU shall meet and confer regarding the impact of such changes.

Written campuswide policies shall be made available for review by employees. The Union shall be notified of changes to written campuswide policies affecting wages, hours and conditions of employment during the term of this Agreement.

4.2

The parties acknowledge that during the negotiations which resulted in this Agreement, each had the unlimited right and opportunity to make demands with respect to any subject or matter not removed by law from the area of collective bargaining, and that the understandings and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement. Except as provided for in this Agreement, the CSU and the Union, for the life of this Agreement, voluntarily and unqualifiedly waive the right, and each agrees that the other shall not be obligated, to bargain collectively with respect to any subject or matter referred to or covered by this Agreement, or with respect to any subject or matter not specifically referred to or covered in this Agreement, even though such subjects or matters may not have been within the knowledge of or contemplation of either or both of the parties at the time that they negotiated or signed this Agreement.

Savings Clause

4.3

If any provisions of this Agreement are held to be contrary to law by a court of competent jurisdiction or governmental agency having authority over the provisions, such provisions will not be deemed valid and subsisting except to the extent permitted by law, but all other provisions of this Agreement will continue in full force and effect.

4.4

No later than sixty (60) days after a request by either party to meet and confer, negotiations regarding a substitute provision(s) for the invalidated provision(s) shall commence.

ARTICLE 5 UNION RIGHTS

Use of Facilities

5.1

Upon request of the Union, the CSU shall provide at no cost adequate facilities not otherwise required for campus business for union meetings that may be attended by employees during non-worktime.

5.2

The Union shall bear the cost of all campus materials and supplies incident to any union meeting or union business conducted on campus.

Campus Communication

5.3

Intra-campus mail service shall be available to the Union at no cost for official union communications. The Union shall package and label materials for convenient handling according to the normal specifications of the campus which shall be communicated upon the request of the Union. The name of the Union shall appear on all materials sent through the campus mail service.

Employee mailboxes, if any, may be utilized by the Union for purposes of union communication to bargaining unit employees.

Bulletin Boards

5.4

The Union shall have the use of an adequate number of designated bulletin boards for the posting of union material. Such bulletin boards shall be visible, accessible to employees, and in areas frequented by employees.

5.5

A copy of union material posted on bulletin boards and union material intended for general distribution to employees through campus mail service shall be provided in a timely manner to the appropriate administrator. The Union shall exercise responsibility for the content of such union material.

Union Business

5.6

Union business involving employees shall be conducted during non-worktime except as provided for elsewhere in this Agreement. Union business shall not interfere with the campus programs or operations.

5.7

As a courtesy, the appropriate administrator shall be notified of the presence of a Union Representative who is not a campus employee either upon his/her arrival at the campus or by telephone in advance of arrival. As a courtesy, upon such notification, the appropriate administrator shall provide such a Union Representative with a daily parking pass at no cost to the Union.

5.8

One (1) Campus Bargaining Unit Representative per campus for each unit (2, 5, 7 and 9) shall be designated by the Union to officially represent the Union. The names of these Campus Bargaining Unit Representatives shall be provided in writing to the President.

Employee Lists

5.9

The campus Human Resources Office shall provide to the Campus Bargaining Unit Representative upon written request a monthly list of all employees new to bargaining units 2, 5, 7 and 9. Such lists shall contain names and work locations and shall be provided at no cost to the Union. An employee's home address shall be released to the Union unless the employee has officially informed the CSU that he/she wishes the home address withheld.

5.10

Upon written request of the Union, employee lists (with name, classification, hire date and department) and public information shall be provided to the Campus Bargaining Unit Representative in a timely manner. The cost of such employee lists and public information shall be borne by the Union except as provided elsewhere in the Agreement.

Release Time for Union Business

5.11

- a. The CSU shall provide release time for up to ten (10) people employed by the CSU for each scheduled meet and confer session. Normally, the Union shall provide the Office of the Chancellor with the names of the employees for whom release time is being requested at least two (2) working days prior to the commencement of the meet and confer session(s). Additional release time shall be provided on an individual basis to meet special needs related to transportation and work schedules.

Upon the Union's request, such additional release time may include granting no more than one (1) additional day prior to the scheduled meet and confer session for an employee whose workday ends between midnight and 6:00 a.m. The parties may mutually agree to provide release time for bargaining unit members to caucus upon request by CSEA. Upon request an employee on the bargaining team on swing or graveyard shift shall be reassigned to the day shift for the duration of bargaining.

- b. The CSEA/CSU Division Director, or his/her designee, and the Bargaining Unit Chairpersons of bargaining units 2, 5, 7 and 9 or their designees shall be provided with release time to attend

Board of Trustees meetings. Such requests shall be submitted to the Office of the Chancellor far enough in advance to permit scheduling of CSEA speakers pursuant to rules and regulations of the Trustees, and to arrange the appropriate release time.

- c. Upon request of the Union, the President may authorize an unpaid leave of absence for any Union Representative for up to one year for union business. Such leave shall not be unreasonably denied and, if granted, shall conform to Article 16, Leaves of Absence Without Pay.
- d. The CSEA and the CSU agree that effective July 1, 1999, an annual allotment of five hundred seventy-six (576) days will be available, as requested by CSEA, for union representatives to conduct union business at the campus on which that Union Representative is employed, provided that all the requirements of Provision 5.6 are met. The allotment of five hundred seventy-six (576) days will be used on a fiscal year basis from July 1 through June 30 of each year of the Agreement.

Requests for release time under this provision shall be submitted in writing to the campus Human Resources Office or other designee at least three (3) days prior to the date of leave. The campus shall grant such requests provided operational needs are met. The CSEA shall submit to the CSU thirty (30) days in advance of the first date of leave requested the names of the Union Representatives at each campus who shall be eligible for such leave.

5.12

The term "no cost" as used in this Article shall be exclusive of actual overtime costs or extraordinary clean-up costs incurred by the CSU in complying with the provisions of this Article. Such costs shall be borne by the Union. When the meeting request is submitted and the Union inquires, the CSU shall inform the Union whether or not costs shall be charged.

Union Leave

5.13

Upon written request of not less than two (2) working days from the Union to the Office of the Chancellor, the CSU shall grant a union leave without loss of compensation to any Union Representative.

- a. Such a leave may be partial or full-time and shall not be less than one (1) day for exempt employees and shall be on an hour for hour basis for non-exempt employees. No leave may be more than one (1) year in duration. An employee on such a leave shall continue to earn service credit and retirement credit. An employee on such a leave shall have the right to return to his/her former position upon expiration of the leave. Such a leave shall not constitute a break in the employee's continuous service for the purpose of salary adjustments, sick leave, vacation or seniority.
- b. The CSU shall be reimbursed by the Union for all compensation paid the employee on account of such leave and for any incidental costs. Reimbursement by the Union shall be made no later than thirty (30) days after its receipt of the CSU certification of payment of compensation to the employee.
- c. Such a union leave in accordance with this Article shall also be provided to a bargaining unit employee upon becoming CSEA Statewide President.

5.14

An employee shall not suffer reprisals for participation in union activities.

Union Security

5.15

It is the intent of this Article to provide payroll deduction for CSEA members to be deducted from their pay warrants insofar as permitted by law. The CSU agrees to deduct and transmit to CSEA all authorized deductions from all CSEA members within the bargaining units (2, 5, 7 and 9) who have signed and approved authorization cards for such deduction on a form provided by CSEA, less necessary administrative costs incurred by the State Controller.

5.16

The written authorization for CSEA deduction shall remain in full force and effect during the life of this Agreement provided, however, that any employee may withdraw from CSEA by sending a withdrawal letter to CSEA within thirty (30) calendar days prior to the expiration of this Agreement.

5.17

Upon movement of an employee out of the bargaining unit, the employee may elect to withdraw from CSEA. Such withdrawal shall not be permitted if the employee moves to another bargaining unit in which CSEA is the exclusive representative and in which the Agreement contains a provision such as 5.16 above.

5.18

The amount of dues deducted from the CSEA members' pay warrants shall be sent to CSEA and changed by the CSU upon written request of CSEA.

5.19

Employees shall be free to join or not to join the Union. The Human Resources Office on each campus shall make available to new employees Union membership material provided by the CSEA.

5.20

CSEA agrees to indemnify, defend, and hold the CSU harmless against any claim made of any nature and against any suit instituted against the CSU arising from its payroll deduction for CSEA dues and deductions.

ARTICLE 6
CONCERTED ACTIVITIES

6.1

Employees shall not engage in strikes or any other concerted activity which would interfere with or adversely affect the operations or mission of the CSU. The Union shall play a responsible role in preventing any employee from participating in any such concerted activity and shall notify employees of such prohibitions.

6.2

The Union shall not promote, organize or support any strike or other concerted activity which would interfere with or adversely affect the operations or mission of the CSU.

6.3

The CSU agrees that it will not lock out any bargaining unit employee(s).

ARTICLE 7 GRIEVANCE PROCEDURE

Definitions

7.1

Grievance - The term "grievance" as used in this Article refers to the filed allegation by a grievant that there has been a violation, misapplication, or misinterpretation of a specific term(s) of this Agreement.

7.2

Grievant - The term "grievant" as used in this Article refers to a:

- a. permanent employee(s);
- b. probationary employee(s);
- c. temporary employee(s) employed for more than ninety (90) consecutive days immediately prior to the event giving rise to the grievance;
- d. intermittent employee(s);

who allege(s) in a grievance that he/she/they has/have been directly wronged by a violation, misapplication, or misinterpretation of a specific term(s) of this Agreement.

The term "grievant," as used in this Article, may refer to the Union when alleging a violation, misapplication, or misinterpretation of a specific term(s) of this Agreement.

7.3

Representative - The term "representative" as used in this Article shall be a Union Representative or an employee who, at the grievant's request, may be present at all levels through Level IV. Representation at Level V shall be by the Union only.

7.4

Respond and File - The terms "respond" and "file" as used in this Agreement refer to personal delivery or deposit in the U.S. mail. If mail delivery is used, it shall include a proof of service by mail which shall establish the date of response or filing. If personal delivery is used, the calendar date of delivery shall establish the date of response or filing. A copy of all responses shall be concurrently served on the grievant's representative.

Level I - Informal

7.5

A grievant shall have the right to present a potential grievance and to have that potential grievance considered in good faith. The grievant and representative, if any, shall discuss the potential grievance with the immediate non-bargaining unit supervisor no later than thirty (30) days after the event giving rise to the potential grievance, or no later than thirty (30) days after the grievant knew or reasonably should have known of the event giving rise to the potential grievance.

7.6

The grievant shall attempt to resolve the potential grievance informally with the immediate non-bargaining unit supervisor. The immediate non-bargaining unit supervisor shall provide a verbal response to the grievant as soon as possible after the Level I meeting.

7.7

A resolution of a potential grievance at the informal level shall not be precedent setting.

Level II - Formal

7.8

If the potential grievance is not resolved at Level I, Informal, the grievant may file a Level II grievance with the appropriate administrator no later than fourteen (14) days after the Level I meeting. The grievant shall state on a grievance form agreed to by the parties and provided by CSEA:

- a. the specific term(s) of the Agreement alleged to have been violated;
- b. a detailed description of the grounds of the grievance including names, dates, places, and times;
- c. a proposed remedy;
- d. the name, classification, mailing address, and signature of the grievant;
- e. the name and telephone number of the representative, if any;
- f. the name and address of the Union, if the representative is acting as an agent of the Union; and
- g. date of submission.

7.9

Failure to provide the required information in items 7.8 (a) through (g) will be grounds for the return of the grievance to the grievant. A copy of the grievance shall also be sent to the union representative handling the case and to CSEA Headquarters. If the grievance is not amended and returned within twenty-one (21) days, the grievance will be deemed withdrawn.

7.10

The appropriate administrator shall hold a meeting with the grievant and the grievant's representative, if any, at a mutually acceptable time and location within ten (10) days after receipt of the grievance. The appropriate administrator shall respond to the grievant no later than fifteen (15) days after the Level II meeting.

Level III

7.11

In the event the grievance is not settled at Level II, the grievant may file the Level III grievance with the President no later than fourteen (14) days after the Level II response. If a settlement is proposed at Level II, the grievant should include a written statement relevant to the settlement proposal. Within fourteen (14) days after receipt of the Level III filing, the President shall hold a meeting with the grievant and the grievant's representative, if any, at a mutually acceptable time and location. The President shall respond to the grievant no later than twenty-one (21) days after the Level III meeting.

7.12

The grievant shall present at Level III all issues and evidence known, or which could have been reasonably known, related to the grievance. Additional issues and/or evidence which become known after the Level III meeting shall be allowed to be presented and may be cause for the grievance to be remanded to Level II based on mutual agreement of the parties. Issues and/or evidence must be made known before filing the grievance at Level V.

7.13

Amendments and/or modifications to the grievance shall not be made by the grievant after the Level III filing date except as provided for in Provision 7.12.

7.14

Prior to the Level III response date, the parties may, by mutual agreement, waive all procedures at Level III and expedite the grievance to Level IV. Level IV time limits shall commence on the date the agreement to expedite was reached.

Level IV

7.15

In the event the grievance is not settled at Level III, the grievant may file a written request for review with the Office of the Chancellor no later than fourteen (14) days after the Level III response. The grievant shall attach a copy of the Level II and Level III responses together with any documents presented at those levels.

7.16

Within fourteen (14) days of receipt of the Level IV filing, the representative of the grievant shall schedule a conference, at a mutually acceptable time and location with a designated individual in the Office of the Chancellor for the purpose of reviewing the matter. The designated individual in the Office of the Chancellor shall respond no later than twenty-one (21) days after the conference.

The original Level IV response from the Office of the Chancellor shall be sent to the Union representative handling the case at Level IV. A copy of the Level IV response shall be sent to the grievant as long as the grievant provides an address on the grievance form. A copy of the response shall be sent to CSEA Headquarters. If the grievant has not provided an address, the grievant's copy shall be sent to CSEA Headquarters and CSEA will deliver it to the grievant.

Level V - Arbitration

7.17

If the grievance has not been settled at Level IV, the Union alone may, no later than forty (40) days after the Level IV response, submit the grievance to arbitration by giving notice to that effect by certified mail, return receipt requested, directed to the Office of the Vice Chancellor for Human Resources and Operations.

7.18

The parties hereby designate Sara Adler, Tom Angelo, Howard Block, Norman Brand, Richard Calister, Douglas Collins, Christine Knowlton, Thomas Roberts, and Carlton Snow as members of the Arbitration Panel under this Agreement. The panel members shall be designated to serve in the order of rotation noted above, provided the panel member reached has an available day within one hundred and twenty days (120) of notification, or the parties mutually agree to a later date. Either party to the Agreement may peremptorily challenge one panel member at any time during the term of this Agreement and such panel member shall be removed from the panel and replaced with a mutually acceptable replacement. Subsequent to ratification of the Agreement the parties shall attempt to agree to one (1) additional arbitrator to be added to the panel.

7.19

If an arbitrability question exists, the arbitrator shall determine the arbitrability question prior to hearing the merits of the grievance. The arbitrator may proceed to hear the merits of the grievance prior to meeting the requirements of Provision 7.20 below.

- a. When the grievance is found not arbitrable, the grievance shall be deemed null and void.
- b. When the grievance is found to be arbitrable, the arbitrator shall hear the merits of the grievance.

- c. Provision 7.19 above shall not prohibit the parties from mutually agreeing to a second arbitration hearing on the merits of the grievance or from mutually agreeing to select a second arbitrator to hear the merits of the grievance.

7.20

The arbitrator's award shall be in writing and shall set forth his/her findings, reasonings, and conclusions on the issue(s) submitted.

7.21

The Voluntary Labor Arbitration Rules of the American Arbitration Association shall apply at Level V.

7.22

It shall be the function of the arbitrator to rule on the specific grievance. The arbitrator shall be subject to the following limitations:

- a. The arbitrator's award shall be based solely upon the evidence and arguments appropriately presented in the hearing and upon any post-hearing briefs.
- b. The arbitrator shall have no power to alter, add to, detract from, or amend the provisions of this Agreement.
- c. The arbitrator shall not consider any issue not raised by the parties at Level IV of this Article. The arbitrator shall not consider any evidence which was known or reasonably should have been known and not raised by the parties at Level IV of this Article.
- d. Under no circumstances may an arbitrator make an award which will supersede the President's judgment on subjective business decisions.
- e. The award of the arbitrator may or may not include back pay. Any back pay award shall be less any compensation that the employee received, including unemployment compensation. Under no circumstances may interest be included in an award.
- f. The standard of review for the arbitrator is whether the CSU violated, misapplied, or misinterpreted a specific term(s) of this Agreement.

7.23

The arbitrator's award shall be final and binding on both parties.

7.24

A witness who is an employee shall be excused from worktime to appear at an arbitration hearing with no loss of pay. Other expenses of any witness called before the arbitrator shall be borne by the party calling the witness.

7.25

Each party shall bear the expense of preparing and presenting its own case. The cost of arbitration, excluding advocate, unilateral withdrawal, postponement, or cancellation fee, shall be borne equally by the parties.

7.26

The process to schedule a grievance for an arbitration hearing shall be initiated by a written request from the representative of the Union to the designated individual in the Office of the Chancellor.

The request shall be for the parties to select an arbitrator pursuant to Provision 7.18. Any grievance filed into arbitration shall be considered withdrawn by the Union if it has not been scheduled within twelve (12) months of the filing to arbitration from Level IV and no written request has been made by the Union. Within the twelve (12) months the parties shall confirm with an arbitrator that a hearing date has been set.

7.27 Mediation

The parties agree to participate in a mediation for the purpose of compromising, settling, or resolving a grievance. Grievances may be subject to mediation in accordance with the following:

- a. The party requesting mediation shall request mediation within thirty (30) calendar days after the Union has filed a request for arbitration.
- b. Grievances shall not proceed to mediation except by the mutual agreement of both parties.
- c. The timelines and order of the scheduling of grievances for arbitration pursuant to this Article shall not be affected by the parties' desire to invoke mediation.
- d. The parties shall establish a panel of three (3) mediators by mutual agreement, to serve in the north and in the south and who shall serve in alphabetical rotation. The panel shall consist of Louis Zigman, Ken Cloke and Kathy Kelly. Members of the arbitration panel established pursuant to this Article shall not be eligible to serve on this mediation panel.
- e. The procedures set forth in California Evidence Code Section 1152.5 shall be applicable to mediation conducted pursuant to this Agreement.
- f. All costs of mediation shall be borne equally by both parties.
- g. The recommendations of a mediator, if any, shall be advisory only and shall not be binding upon the parties. Neither party shall attempt to enter into evidence at a subsequent arbitration hearing any recommendation(s) of the mediator.

General Provisions

7.28

Failure of the grievant to comply with the time limitations of this Article shall render the grievance null and void and bar subsequent filing of this grievance. Failure by the appropriate administrator, President, or designated individual in the Office of the Chancellor to timely respond under this Article shall permit the grievance to be filed at the next level.

7.29

Time limits set forth in this Article may be extended by mutual agreement. If the grievant, representative, if any, or appropriate administrator is on a leave for seven (7) days or more, but less than one year, the time limits shall be extended by the length of time of such leave.

7.30

In cases where it is necessary for the grievant or his/her representative to have access to information for the purpose of investigating a grievance, the grievant or his/her representative shall make a

written request for such information to the appropriate administrator. The grievant or his/her representative shall have access to all information within the policies and procedures defining confidentiality which would assist in adjusting the grievance.

7.31

The processing of grievances filed and unresolved prior to the effective date of the Agreement may continue under the grievance procedure in effect at the time of the initial filing.

7.32

A decision by the Union to submit a grievance to arbitration shall automatically be a waiver of all other remedies except as provided otherwise by statute.

7.33

A grievance settled prior to arbitration shall not be precedent setting.

7.34

A grievant may withdraw a grievance at any time. The grievant shall not file any subsequent grievance on the same alleged incident.

7.35

The parties, by mutual agreement, may consolidate grievances on similar issues at any level.

7.36

By mutual agreement, a grievance may be filed at the level at which the authority to resolve the grievance resides.

7.37

Prior to filing a grievance, the potential grievant and representative, if any, shall each be provided with one (1) hour release time for grievance preparation and reasonable time for grievance presentation at the informal level.

7.38

After the grievance has been filed, a representative and the grievant shall be provided reasonable release time for the purpose of preparation and presentation of the grievance.

7.39

The procedures for securing release time for grievance processing shall be:

- a. Representatives and potential grievants shall contact the appropriate administrator if release time is required to prepare and present a grievance at the informal Level. The representative and potential grievant shall be required to cite only Provision 7.37 as a statement of need.
- b. Release time requested pursuant to Provision 7.38 shall require the citation of only Provision 7.38 as a statement of need.
- c. In either case, the appropriate administrator shall grant the contractually specified release time after considering the needs of the operation of the University.

- d. Requests for release time shall include: (1) at what time and location; and (2) the anticipated duration of the meeting.

7.40

Both parties agree that all grievance files shall be confidential. Both parties agree that specific statements made and records used in grievance meetings shall be confidential.

7.41

An employee may present grievances and have such grievances adjusted without the intervention of the Union as long as adjustment is reached prior to Level V; provided such adjustment is not inconsistent with the terms of a written agreement then in effect; and provided that the CSU will not agree to a resolution of the grievance until the Union has received a copy of the grievance and the proposed resolution, and has been given the opportunity to file a response.

7.42

The procedure (Article 7, Grievance Procedure, or Article 8, Complaint Procedure) utilized by the employee at the Level III filing shall indicate a final and binding selection of procedures. Prior to the Level III filing, the employee may convert to the alternative procedure without interruption of time limits nor sequence of levels. If both a grievance and a complaint are filed at Level III on the same issue, either the grievance or the complaint shall be withdrawn prior to the Level III hearing. (This language is for clarification purposes only.)

Except as provided for in the paragraph above, an employee may not utilize both Article 7, Grievance Procedure, and Article 8, Complaint Procedure, to adjust the allegations arising from a single set of circumstances.

ARTICLE 8 COMPLAINT PROCEDURE

Definitions

8.1

Complaint - The term "complaint" as used in this Article refers to a filed allegation by a complainant that there has been a violation, misapplication, or misinterpretation of a specific CSU policy governing working conditions or CSU work rule.

8.2

Complainant - The term "complainant" as used in this Article refers to a:

- a. permanent employee(s);
- b. probationary employee(s);
- c. temporary employee(s) employed for more than ninety (90) consecutive days immediately prior to the event giving rise to the complaint;
- d. intermittent employee(s);

who allege(s) in a complaint that he/she/they has/have been directly wronged by a violation, misapplication, or misinterpretation of a specific term(s) of a CSU policy governing working conditions or CSU work rules.

The term "complainant," as used in this Article, may refer to the Union when alleging a violation, misapplication, or misinterpretation of a specific term(s) of a CSU policy governing working conditions or CSU work rules.

When an employee alleges a violation, misapplication or misinterpretation of a CSU policy which prohibits sexual harassment and/or discrimination on the basis of race, religion, color, sex, sexual orientation, age, disability, Vietnam-era veteran status, marital status and/or national origin, the employee may address his/her complaint to the Campus Affirmative Action Officer or other appropriate administrator specifically designated to review sexual harassment and/or discrimination complaints. This may be instead of the immediate non-bargaining unit supervisor, as provided in Provisions 8.5 and 8.6, and the appropriate administrator, as provided in Provisions 8.8 and 8.9, below, and shall be at the employee's option.

8.3

Representative - The term "representative" as used in this Article shall be a Union Representative or an employee who, at the complainant's request, may be present at all levels through Level IV.

8.4

Respond and File - The terms "respond" and "file" as used in this Agreement refer to personal delivery or deposit in the U.S. mail. If mail delivery is used, it shall include a proof of service by mail which shall establish the date of response or filing. If personal delivery is used, the calendar date of delivery shall establish the date of response or filing. A copy of all responses shall be concurrently served on the complainant's representative.

Level I - Informal

8.5

A complainant shall have the right to present a potential complaint and to have that potential complaint considered in good faith. The complainant and representative, if any, shall discuss the potential complaint with the immediate non-bargaining unit supervisor no later than thirty (30) days after the event

giving rise to the potential complaint, or no later than thirty (30) days after the complainant knew or reasonably should have known of the event giving rise to the potential complaint.

8.6

The complainant shall attempt to resolve the potential complaint informally with the immediate non-bargaining unit supervisor. The immediate non-bargaining unit supervisor shall provide a verbal response to the complainant as soon as possible after the Level I meeting.

8.7

A resolution of a potential complaint at the informal level shall not be precedent setting.

Level II - Formal

8.8

If the potential complaint is not resolved at Level I, Informal, the complainant may file a Level II complaint with the appropriate administrator no later than fourteen (14) days after the Level I meeting.

The complaint shall state on a complaint form agreed to by the parties and provided by CSEA:

- a. the specific term(s) of the CSU policy governing working conditions or CSU work rule alleged to have been violated;
- b. a detailed description of the grounds of the complaint including names, dates, places, and times;
- c. a proposed remedy;
- d. the name, classification, mailing address, and signature of the complainant;
- e. the name and telephone number of the representative, if any;
- f. the name and address of the Union, if the representative is acting as an agent of the Union; and
- g. the date of submission.

8.9

The appropriate administrator shall hold a meeting with the complainant and the complainant's representative, if any, at a mutually acceptable time and location within ten (10) days after receipt of the complaint. The appropriate administrator shall respond to the complainant no later than fifteen (15) days after the Level II meeting.

Level III

8.10

In the event the complaint is not settled at Level II, the complainant may file the Level III complaint with the President no later than fourteen (14) days after the Level II response. If a settlement is proposed at Level II, the complainant should include a written statement relevant to the settlement proposal. Within fourteen (14) days after receipt of the Level III filing, the President shall hold a meeting with the complainant and the complainant's representative, if any, at a mutually acceptable time and location. The President shall respond to the complainant no later than twenty-one (21) days after the Level III meeting. The Level III response shall be a final decision when alleging a violation of a campus policy/rule.

8.11

The complainant shall present at Level III all issues and evidence known, or which could have been reasonably known, related to the complaint. Additional issues and/or evidence which become known after the Level III meeting shall be allowed to be presented and may be the cause for the complaint to be

reviewed again at Level III based on mutual agreement of the parties. Such issues and/or evidence must be made known before filing the complaint at Level IV when alleging a violation of a systemwide policy/rule.

8.12

Amendments and/or modifications to the complaint shall not be made by the complainant after the Level III filing date except as provided for in Provision 8.11.

8.13

Prior to the Level III response date, the parties may, by mutual agreement, waive all procedures at Level III and expedite the complaint to Level IV when there has been an allegation of a violation of a systemwide policy/rule. Level IV time limits shall commence on the date the agreement to expedite was reached.

8.14

An allegation of a violation of a campus policy/rule shall not be filed beyond Level III.

Level IV

8.15

In the event the complaint is not settled at Level III, the complainant may file a written request for review with the Office of the Chancellor no later than fourteen (14) days after the Level III response. The complainant shall attach a copy of the Level II and Level III responses together with any documents presented at those levels.

8.16

Within fourteen (14) days of the Level IV filing, the representative of the complainant shall schedule a conference at a mutually acceptable time and location with a designated individual in the Office of the Chancellor for the purpose of reviewing the matter. The designated individual in the Office of the Chancellor shall respond no later than twenty-one (21) days after the conference. The Level IV response shall be a final decision. The original Level IV response from the Office of the Chancellor shall be sent to the Union representative handling the case at Level IV. A copy of the Level IV response shall be sent to the complainant as long as the complainant provides an address on the complaint form. A copy of the response shall be sent to CSEA Headquarters. If the complainant has not provided an address, the complainant's copy shall be sent to CSEA Headquarters and CSEA will deliver it to the complainant.

General Provisions

8.17

Failure of the complainant to comply with the time limitations of this Article shall render the complaint null and void and bar subsequent filing of this complaint. Failure by the appropriate administrator or President to timely respond under this Article shall permit the complaint to be filed at the next level.

8.18

Time limits set forth in this Article may be extended by mutual agreement. If the complainant, representative, if any, or appropriate administrator is on a leave for seven (7) days or more, but less than one year, the time limits shall be extended by the length of time of such leave.

8.19

In cases where it is necessary for the complainant or his/her representative to have access to information for the purpose of investigating a complaint, the complainant or his/her representative shall make a written request for such information to the appropriate administrator. The complainant or his/her representative shall have access to all information within the policies and procedures defining confidentiality which would assist in adjusting the complaint.

8.20

The processing of complaints filed and unresolved prior to the effective date of the Agreement may continue under the complaint procedure in effect at the time of the initial filing.

8.21

A complainant may withdraw a complaint at any time. The complainant shall not file any subsequent complaint on the same alleged incident.

8.22

The parties, by mutual agreement, may consolidate complaints on similar issues at any level.

8.23

By mutual agreement, a complaint may be filed at the level at which the authority to resolve the complaint resides.

8.24

Prior to filing a complaint, the potential complainant and representative, if any, shall each be provided with one (1) hour release time for complaint preparation and reasonable time for complaint presentation at the Informal Level.

8.25

After the complaint has been filed, a representative and the complainant shall be provided reasonable release time for the purpose of preparation and presentation of the complaint.

8.26

The procedures for securing release time for complaint processing shall be:

- a. Representatives and potential complainants shall contact the appropriate administrator if release time is required to prepare and present a complaint at the Informal Level. The representative and potential complainant shall be required to cite only Provision 8.24 as a statement of need.
- b. Release time requested pursuant to Provision 8.25 shall require the citation of only Provision 8.25 as a statement of need.
- c. In either case, the appropriate administrator shall grant the contractually specified release time.
- d. Requests for release time shall include: (1) at what time and location; and (2) the anticipated duration of the meeting.

8.27

Both parties agree that all complaint files shall be confidential. In addition, all settlements related to sexual harassment and discrimination complaints shall be confidential. Both parties agree that specific statements made and records used in complaint meetings shall be confidential.

8.28

An employee may present complaints and have such complaints adjusted without the intervention of the Union provided such adjustment is not inconsistent with the terms of a written agreement then in effect and provided that the Employer will not agree to a resolution of the complaint until the Union has received a copy of the complaint and the proposed resolution, and has been given the opportunity to file a response.

8.29

The procedure (Article 7, Grievance Procedure, or Article 8, Complaint Procedure) utilized by the employee at the Level III filing shall indicate a final and binding selection of procedures. Prior to the Level III filing, the employee may convert to the alternative procedure without interruption of time limits or sequence of levels.

Except as provided for in the paragraph above, an employee may not utilize both Article 7, Grievance Procedure, and Article 8, Complaint Procedure, to adjust the allegations arising from a single set of circumstances.

ARTICLE 9 EMPLOYEE STATUS

Appointment

9.1

Campus position vacancies, except for temporary positions of ninety (90) days or less, shall be posted for fourteen (14) days in the campus Human Resources Office and should be announced in the position vacancy announcement. The CSU shall post campus position vacancies on appropriate bulletin boards and may post on the campus electronic web site. Campuses that maintain a telephone "job line" shall endeavor to continue such a service. Such announcements shall include the classification title, skill level, description of duties, desirable experience, minimum qualifications (when applicable), salary range or subrange applicable to a skill level, specialized skills (if any), and procedures to be followed by applicants applying for such vacancies. Other position vacancy notices received by the campus Human Resources Office shall be made available in the campus Human Resources Office.

9.2

An employee who believes he/she is qualified for a vacant position at a CSU campus or the Chancellor's Office may apply for such position within the specified application period. Applications shall be submitted to the appropriate Human Resources Office. An employee may submit, along with an application, a statement regarding his/her experience and service within the CSU. Such a statement shall be a part of the employee's application. CSU documents regarding any meritorious service by the employee at the CSU may also be submitted by the employee with an application. It shall be the policy of the CSU in filling vacant bargaining unit positions to fill such vacancies from among qualified individuals currently employed at a campus. The President may appoint outside applicants when he/she determines such action is necessary to: (1) attain the affirmative action goals and objectives of the campus; (2) meet the best interest of the campus by obtaining specialized skills and abilities not available from current employees.

9.3

An employee who submits an application for a position may be required to successfully complete job-related performance examination(s)/test(s) as part of the selection process. The results of such examination(s)/test(s) shall be deemed confidential and shall not become part of the employee's official personnel file. Such examination(s)/test(s) shall be job-related and shall be administered equitably to each applicant. Upon request, an employee shall be given the results of his/her examination(s)/test(s).

9.4

Appointments shall be made by the President. Appointments may be temporary, probationary or permanent. Appointments to vacant positions shall be made through official written notification by the President. Such notification shall be provided upon employment or as soon as possible thereafter. Notification shall include the classification title, skill level (when applicable), and timebase to which the employee is being appointed, the initial salary, the employment status of the employee, and the effective date of the appointment. A temporary appointment shall specify the expiration date of the appointment and that the appointment may expire prior to that date. The temporary employee shall be given a minimum of fourteen (14) days notice if the appointment is to be terminated prior to the specified expiration date, unless circumstances prohibit giving such notice. A temporary appointment shall not exceed the time specified in Provision 9.38. No employee shall be deemed to be appointed in the absence of such official written notification from the President.

9.5

The President may make an initial appointment at any salary rate within the salary range or sub-range.

9.6

An employee appointed to a position at another campus shall transfer his/her accumulated sick leave and retirement credit. When an employee accepts an appointment at another campus without a break in service, vacation credit may be transferred to the new position.

Probation/Permanency

9.7

A probationary period is the period of credited service an employee who has received a probationary appointment shall serve prior to permanent status.

9.8

A probationary employee refers to an employee serving a period of probation.

Probationary Period/Credited Service

9.9

The probationary period for an employee is the equivalent of one (1) year of service in a particular classification or skill level.

9.10

Part-time and full-time temporary service shall count as credited service for probation when granted by the President.

9.11

A year of service for employees in twelve (12) month positions is any consecutive twelve (12) months of full-time employment. The period of probation for an employee in a half-time or more, but less than full-time, position is the equivalent of one year of service.

9.12

For employees serving in ten (10) month positions, a year of service is the equivalent of ten (10) months of full-time employment within a twelve (12) month period of time. The ten (10) months of required service for each twelve (12) month period shall be determined by the President upon appointment of the employee to a ten (10) month position.

9.13

A year of service for an employee in an academic year position is two (2) consecutive semesters or three (3) consecutive quarters of employment within an academic year at a timebase of fifty percent (50%) or more.

9.14

An employee who is paid an hourly rate based upon a monthly salary rate and who works full-time for twelve (12) consecutive months is deemed to have completed a year of service for purposes of permanent status.

9.15

Service in Work Training or Work Relief Programs

Persons who are appointed to positions that are fully or partially funded from sources other than the CSU and/or the funding is in support of a program of work relief or work training for the utilization of the unemployed or the underemployed or prisoner/work furlough program will not receive service credit toward permanent status while serving in such positions. The CSU shall notify the Union whenever such work will be performed on a campus.

9.16 Breaks in Service

- a. When a probationary employee goes on a leave of absence, the President shall determine whether or not the time served before the leave is counted in determining the remaining length of probationary service.
- b. An employee's probationary period is extended for the same number of days such employee is on WC, IDL, NDI, formal LWOP or paid sick leave of over thirty (30) days. The President shall determine if there has been a break in service when a full-time probationary employee is placed on a partial leave of absence.
- c. Normally, a new probationary period shall be served when an employee begins an appointment at another campus. However, the employee may be appointed with permanent status or credit toward permanency as determined by the President of the campus to which the employee is appointed.

Change in Position

9.17

When a position is vacant, the employee selected for a position that requires movement to a new classification or skill level may serve a new probationary period.

9.18

- a. If a reclassification action is taken and the employee is placed in the new class, the employee may be required to serve a new probationary period. The length of service required for such a new probationary period shall be determined by the President and shall not exceed one (1) year.
- b. A permanent employee in a position that is reclassified as a result of the implementation of a new classification or the revision of a current classification shall not be required to serve a new probationary period, provided the employee has completed probation in his/her current classification and there has been no substantial change in the employee's duties.
- c. A probationary employee in a position that is reclassified as a result of the implementation of a new classification or the revision of a current classification shall have all probationary service in his/her prior classification credited toward probation in the new or revised classification, provided there has been no substantial change in the employee's duties.

9.19

If an employee with permanent status in a lower classification or skill level is advanced to a higher classification or skill level and is denied permanent status in the higher classification or skill level, he/she shall have the right to return to the lower classification or skill level with permanent status in that class.

If an employee in a probationary status in a lower classification or skill level is advanced to a higher classification or skill level and is denied permanent status in the higher classification or skill level, he/she shall be granted service credit toward completion of the probationary period in the lower classification or skill level provided the duties in the higher classification or skill level are substantially similar to the duties in the lower classification or skill level and the employee's performance in both classifications or skill levels has been satisfactory.

Classification Change

9.20

When an employee moves to a lower classification in the same occupational group, the appropriate salary rate in the salary range shall be determined by combining any previous service in the lower class and service in the higher classification.

9.21

When an employee moves to a lower classification in another occupational group, the appropriate salary rate in the salary range shall be determined by the President, except that in no case shall the new rate exceed the rate received in the higher classification. Determination of the appropriate salary rate in such cases shall be made by using the same criteria as would be used for an initial appointment to that classification.

9.22

When an employee moves without a break in service to a classification with a higher salary range, the appropriate salary rate in the salary range shall be determined by the President. The salary rate in the higher salary range shall be at least a five (5) percent increase. This provision does not apply to the implementation of a new classification structure when the original classifications are abolished and replaced with a new set of classifications and the employees are converted to the new classifications.

In-Classification Progression

9.23

Movement from one skill level to a higher skill level within a classification is referred to as an in-classification progression. When an in-classification progression occurs, the appropriate salary rate in the applicable sub-range shall be determined by the President. The salary increase shall be at least five (5) percent.

Classification or Skill Level Review

9.24

An employee may request a position classification review. Employees in classifications with skill levels may request a skill level review related to an in-classification progression. All such requests are to be made to the immediate non-bargaining unit supervisor who shall forward the request to the campus Human Resources Office in a timely manner.

9.25

The classification and/or skill level review procedures shall be determined by the President. A copy of the classification or skill level review procedures shall be made available to the employee upon request. A set of the Classification and Qualification Standards shall be available for reference on each campus.

9.26

The employee shall be notified in writing of the classification and/or skill level review decision and the reason(s) for the decision. If a higher classification or skill level is granted, normally the employee shall receive the appropriate compensation of the higher classification or skill level retroactive to no later than the first day of the pay period following the date the request for the classification review was received in the campus Human Resources Office.

Employee Requested Classification and or Skill Level Review

9.27

An employee-requested classification and/or skill level review shall be completed no later than one-hundred eighty (180) days after initiation of the classification and/or skill level review procedure. An employee shall not submit such a subsequent request prior to eighteen (18) months after completion of a previous classification review.

Classification and/or Skill Level Review Appeal

9.28

An employee may appeal the decision of a classification and/or skill level review no later than fifteen (15) days after such results have been provided to the employee. Such an appeal shall be filed with the appropriate administrator in the Human Resources Office. Such an appeal shall include a detailed statement by the employee indicating his/her reasons for disagreement with the classification and/or skill level review decision. The employee shall provide a copy of such an appeal to the appropriate administrator to whom he/she directly reports.

9.29

A designated individual in the Human Resources Office shall hold a meeting with the employee no later than fourteen (14) days after the classification and/or skill level review appeal filing. The designated individual should not be the same person who conducted the initial classification and/or skill level review. This individual shall respond in writing to the employee no later than twenty-one (21) days after the meeting with the employee. Such a response shall be final. If a higher classification or skill level is

granted, normally the employee shall receive the appropriate compensation of the higher classification or skill level retroactive to no later than the first day of the period following the date the request for the classification review was received in the campus Human Resources Office.

9.30

The parties agree that the procedure set forth in Provisions 9.24 - 9.29 shall be completed within nine (9) months.

9.31

Provisions 9.24 - 9.29 shall not be subject to the grievance procedure, unless the grievant alleges the terms of this policy have been violated, misinterpreted, or misapplied. The classification and/or skill level decision shall not be subject to Article 7, Grievance Procedure.

Rejection During Probation

9.32

Any probationary employee may be separated from service at any time by the President upon written notice of rejection during probation. The employee should normally be given two (2) weeks notice of rejection during probation.

9.33

The notice of rejection shall indicate to an employee his/her right to review his/her personnel file and review materials in the file regarding rejection.

9.34

An employee employed for more than nine (9) months may utilize the provisions of Article 8, Complaint Procedure, including Level III, to appeal the decision to reject during probation.

9.35

An employee rejected during the probationary period may not utilize the Grievance Procedure of this Agreement to appeal the decision to reject during probation.

Permanent Status

9.36

An employee who has completed the appropriate probationary period as defined in Provision 9.9 shall be awarded permanent status at the beginning of his/her second year of service.

9.37

If an employee with permanent status moves to a different classification and receives permanent status in the new classification, he/she shall not retain permanent status in the classification from which he/she moved. If an employee with permanent status in a classification receives a temporary appointment in another classification and the temporary appointment expires, he/she shall have the right to return to his/her prior classification with permanent status in that class.

9.38

The President shall grant permanent status to a temporary employee subject to the following conditions:

- a. The temporary employee shall have served in a Bargaining Unit Classification or classification series for at least four (4) consecutive years immediately prior to the granting of permanency.
- b. Such employee service shall have been in an appointment with a timebase of at least fifty percent (50%).
- b. An employee who has served four (4) or more consecutive years in a position designated as temporary under the prior Agreement shall be granted permanent status in the classification and the time base that is held as of the date of the Tentative Agreement.
- c. An employee who has served for less than four (4) consecutive years in a position designated as temporary under the prior Agreement shall be granted permanent status upon serving (4) consecutive years in a temporary position.
- d. A timebase shall not be reduced in the appointment immediately preceding the granting of permanency.
- e. This provision does not apply to employees in positions which are funded by non-reoccurring grants, contracts or special projects with beginning and ending dates.
- f. "Consecutive year," as used in this article, shall be a 365-day period commencing on the date of the appointment or anniversary date during which a temporary employee is on a compensable status for 275 days or more.

9.39

The President may, at his/her sole discretion, grant permanent status to a temporary employee subject to the following conditions:

- a. The temporary employee shall have served in bargaining unit classifications at the campus for at least three (3) consecutive years immediately prior to the granting of permanency.
- b. Such employee service shall have been in appointments with a timebase of at least fifty percent (50%).

9.40

Such a permanent status shall include the right to continue employment at the timebase determined by the President at the time permanency is granted. The President may determine to grant such permanency at a timebase of fifty percent (50%) or more.

Affirmative Action

9.39

Employees may present campuswide affirmative action issues to the existing Campus Affirmative Action Committee or, where there is no such committee, to the Affirmative Action Office. Such issues shall be presented in writing to the Campus Affirmative Action Committee or the Affirmative Action Officer.

ARTICLE 10 EMPLOYEE PERFORMANCE

10.1

Employees shall be subject to periodic performance evaluations. Such evaluations should be a review of the employee's performance and should be based upon job-related criteria. Employee performance evaluations are for the purpose of evaluating individual employee performance and for providing guidance for performance development and improvement. Employee evaluations shall not be negatively affected by layoffs.

10.2

A written record of a performance evaluation shall be placed in the employee's personnel file. The employee shall be provided with a copy of the written record of the performance evaluation prior to its placement in the personnel file.

10.3

A permanent employee shall be evaluated at least once each year.

10.4

A probationary employee shall be evaluated at least twice, once before the end of the first quarter and once before the end of the third quarter of the probationary period, unless the employee has earlier been rejected during probation.

10.5

A temporary employee shall be evaluated at periodic intervals.

10.6

Upon request of the employee or the evaluator, the evaluator and the employee shall meet to discuss the evaluation. Such a meeting shall take place within seven (7) days of the request.

10.7

Upon request of the employee and subsequent to the meeting between the employee and the evaluator, the appropriate administrator, the evaluator, the employee, and the employee's representative, if any, shall meet to discuss the evaluation. Such a meeting shall take place within fourteen (14) days of the request at a mutually agreeable time and location.

10.8

If an employee disagrees with the record of a performance evaluation which has been placed in his/her personnel file, the employee may submit a rebuttal statement which shall be attached to the record of the performance evaluation.

10.9

The term "evaluator" as used in this Article refers to the appropriate administrator or the person designated by the appropriate administrator to conduct the performance evaluation of an employee. The evaluator shall be familiar with the regular duties of the employee.

10.10

Performance evaluations shall not be subject to Article 7, Grievance Procedure, unless the grievant alleges the terms of this Agreement have been violated, misinterpreted, or misapplied.

ARTICLE 11
PERSONNEL FILE

11.1

One (1) official personnel file shall be maintained for each employee in the campus Human Resources Office. The term "personnel file" as used in this Agreement shall refer to this one (1) official personnel file.

Employee Access

11.2

The contents of an employee's official personnel file, exclusive of pre-employment materials, shall be open to his/her review and review by a Union Representative when authorized in writing by the employee.

11.3

An employee or his/her Union Representative may request an appointment for the purpose of reviewing the employee's personnel file. Such requested appointments shall be scheduled during normal business hours. The manner of access to the official personnel file shall be subject to reasonable conditions.

11.4

The employee shall within fourteen (14) days of his/her written request be provided an exact copy of all or any portion of materials officially maintained in the campus personnel file. The employee shall bear the cost of duplicating such materials, except as provided for in Article 7, Grievance Procedure, Article 8, Complaint Procedure, or when such materials have bearing on disciplinary action or pre-disciplinary matters.

11.5

Personnel recommendations or decisions relating to any personnel action(s) shall be based primarily on material contained in the employee's official personnel file and open to the employee's review. If a personnel recommendation or decision is based on any reasons not contained in the employee's official personnel file, the appropriate administrator making the recommendation or decision shall commit those reasons to writing and the written statement of those reasons shall be placed in the employee's official personnel file.

11.6

An employee shall not have access to pre-employment materials in the personnel file, except in instances when such materials are used in personnel actions.

11.7

An employee shall be provided with a copy of material which could lead to an adverse personnel action prior to the placement of such material in his/her personnel file.

11.8

Upon request by an employee, attendance and payroll records maintained separately from the personnel file may be reviewed by the employee or a representative when authorized in writing by the employee. Such attendance and payroll records shall be excluded from provisions of Article 11, Personnel File.

Rebuttal

11.9

An employee may submit a rebuttal statement to material in his/her personnel file which shall be placed in the employee's personnel file.

Request for Correction

11.10

If, after review of his/her records, an employee believes that any portion of the material is not accurate, the employee may request in writing to the President correction of the record.

11.11

Within twenty-one (21) days of an employee's request for correction of the record, the President shall notify the employee in writing of his/her decision regarding the request.

- a. If the President denies the request, the President shall state the reason(s) for denial in writing, and this written statement shall be sent to the employee.
- b. If the President grants the request for correction of the record, the record shall be corrected. The employee shall be sent a copy of the corrected record and a written statement that the incorrect record in question has been permanently removed from the employee's personnel file.

ARTICLE 12 CORRECTIVE ACTION

Reprimands

12.1

An employee may receive from an appropriate administrator an oral and/or written reprimand. Reprimands shall be provided in a timely and confidential manner.

12.2

Within thirty (30) days of the issuance of the reprimand, an employee may request a conference with the appropriate administrator who issued the reprimand to discuss the reprimand. Such a request shall not be unreasonably denied. The employee may be represented at such a conference by another employee or a Union Representative.

12.3

A written reprimand shall be placed in the official personnel file of the affected employee and shall be subject to Article 11, Personnel File. The employee shall be provided with a copy of a written reprimand. An employee may appeal the decision to place a written reprimand in his/her personnel file to the President within five (5) days after the conference held pursuant to 12.2 above. The President may hold a meeting with the employee and his/her representative, if any. Within ten (10) days of receipt of the appeal, the President shall provide a written response to the employee.

Rebuttal to Reprimand

12.4

An employee shall have the right to attach a rebuttal statement to a written reprimand in his/her official personnel file.

Removal of Reprimand from Personnel File

12.5

Upon the employee's request and three (3) years from its effective date, a reprimand in the personnel file shall be permanently removed. Such a request shall be promptly honored and a statement verifying the permanent removal of the reprimand shall be provided to the employee.

Neither the employee request for such a removal, nor the statement verifying the removal, shall be placed in the employee's personnel file. If a notice of disciplinary action has been served on the employee and such a reprimand is related to the disciplinary action, this provision shall not be implemented. Nothing in this provision shall prohibit earlier removal of the reprimand.

Temporary Suspension

12.6

The President may temporarily suspend with pay an employee for reasons related to (a) the safety of persons or property, (b) the prevention of the disruption of programs and/or operation, or (c) investigation for formal notice of disciplinary action.

12.7

The President shall notify the employee of the immediate effect of a temporary suspension.

12.8

The President may terminate or extend a temporary suspension and shall so notify the employee.

12.9

Unless earlier terminated by the President, a temporary suspension including any extension of a temporary suspension shall automatically terminate upon the service of formal notice of disciplinary action or thirty (30) days after its commencement, whichever first occurs.

12.10

Temporary suspension and corrective action shall not be subject to Article 7, Grievance Procedure, unless the grievant alleges the terms of this Agreement have been violated, misinterpreted, or misapplied.

Investigatory Interviews

12.11

Upon his/her request, an employee may be represented at an investigatory interview if he/she reasonably believes that disciplinary action may result. Prior to the interview, the employee is entitled to be informed of the general nature of the matter being investigated and to consult with his/her representative, if any. The right to representation does not apply to meetings held exclusively to inform an employee of a previously made disciplinary decision. If the representative an employee requests is unavailable, the employee may request alternate representation. The Employer is not obliged to postpone the interview, nor to suggest or secure the alternate representation; however, the employee shall not be required to answer any

questions without a representative present, unless he/she voluntarily chooses to do so. At its discretion, the Employer may decline to hold any interview if the employee requests representation.

ARTICLE 13 UNAUTHORIZED LEAVES OF ABSENCES

Automatic Resignation

13.1

An employee who is absent for five (5) consecutive workdays without securing authorized leave from the President shall be considered to have automatically resigned from CSU employment as of the last day worked. All unauthorized absences, whether voluntary or involuntary, shall apply to the five (5) consecutive workday limitation. The five (5) day period referred to above shall commence at the beginning of the first shift of such absence and shall be deemed to have been completed at the end of the employee's scheduled work hours on the fifth (5th) consecutive day of unauthorized absence.

13.2

The President shall notify the employee that the University will be separating him/her by automatic resignation under this Article unless the employee requests an administrative review regarding his/her absence within seven (7) calendar days following such notification. No automatic resignation shall be final until the seven (7) day period has passed and either a decision is made by the reviewing officer or the employee has failed to request a review. Notification may be in person or by certified mail to the employee's last known address.

13.3

If the employee responds to the notification from the President by requesting an administrative review within seven (7) calendar days of such notification, the employee will be provided with the opportunity to respond, either orally or in writing, to a campus reviewing officer designated by the President. Either party may present evidence at any review meeting. The reviewing officer's decision, which shall be rendered within fourteen (14) days of the administrative review, shall state:

- a. whether the employee was absent for five (5) consecutive workdays;
- b. whether the employee had proper authorized leave to be absent;
- c. an evaluation of whether the employee has presented sufficient excuse to warrant continuation of employment, supported by facts which provide justification of the absence or continuation of employment. If an action other than automatic resignation is proposed, it shall be stated along with reasons for its use; and
- d. whether the employee should be separated by automatic resignation.

13.4

Any employee who is reinstated by the President under this provision shall not be paid salary for the period of unauthorized absence unless it is determined that such absence may be appropriately charged to accrued leave. The employee shall adhere to all other reinstatement requirements set forth in writing by the President.

13.5

This Article shall not supersede Section 89541 of the California Education Code. Provisions 13.1 through 13.4 shall not limit an employee's right to a State Personnel Board appeal.

Resignation

13.6

An employee who resigns from his/her position shall be terminated as of the effective date of the resignation.

13.7

No later than thirty (30) days after a termination pursuant to Provision 13.6 above, the employee or former employee may request to rescind his/her resignation. Such requests shall be made in writing to the President.

The President shall respond to such requests indicating denial, acceptance, or qualified acceptance within fourteen (14) days. The President's response shall be final unless it is reversed by the State Personnel Board pursuant to Provision 13.8 below and shall not be subject to Article 7, Grievance Procedure.

13.8

Provisions 13.6 and 13.7 (Resignation) of this Article shall not supersede Section 89542 of the California Education Code. Provisions 13.6 and 13.7 shall not limit an employee's right to a State Personnel Board appeal.

ARTICLE 14

VACATIONS AND HOLIDAYS

Vacations

14.1

Employees are eligible for paid vacation in accordance with the schedule in Provision 14.2 below.

Vacation Accrual

14.2

Service requirements below are in terms of full-time service. Service requirements shall be pro rata for employees who work less than full-time.

Vacation Credit Per Monthly Pay Period

	Days	Hours	Days
Service Requirements		(Hourly Equivalent of Days)	(Annual Accrual Equivalent)
1 Month to 3 Years	5/6	6-2/3	10
37 Months to 6 Years	1-1/4	10	15
73 Months to 10 Years	1-5/12	11-1/3	17
121 Months to 15 Years	1-7/12	12-2/3	19
181 Months to 20 Years	1-3/4	14	21
241 Months to 25 Years	1-11/12	15-1/3	23
301 Months and Over	2	16	24

14.3

Employees serving in an academic year appointment do not accrue vacation credits and are not eligible for paid vacation.

Vacation Credits

14.4

For purposes of computing vacation credit, an employee who works eleven (11) or more days in a monthly pay period is considered to have completed a month, a month of service, or continuous service. When an absence without pay of more than eleven (11) consecutive working days falls into two (2) consecutive qualifying monthly pay periods, one (1) of the pay periods is disqualified.

14.5

An authorized leave of absence without pay shall not be considered service for the purpose of vacation accrual.

14.6

Vacation credits are cumulative to a maximum of two hundred and seventy-two (272) working hours for ten (10) or less years of qualifying service or three hundred and eighty-four (384) working hours for more than ten (10) years of such service. Accumulation in excess of this amount as of January 1 of each year shall be forfeited by the employee. An employee shall be permitted to carryover more than allowable credits when the employee was prevented from taking enough vacation to reduce the credits because the employee (1) was required to work as a result of fire, flood, or other extreme emergency; (2) was assigned work of priority or critical nature over an extended period of time; (3) was absent on full salary for compensable injury; or (4) was prevented from using vacation previously scheduled to be taken in December because of being on paid sick leave.

14.7

A probationary employee shall not take vacation until completion of one (1) month in work status.

Vacation Requests

14.8

Requests for scheduling vacation shall be submitted in writing to the appropriate administrator at least thirty (30) days in advance. When authorized to do so by the appropriate administrator, an employee may take vacation without submitting such a request. If an employee submits a vacation request for five (5) days or less with less than thirty (30) days notice, such request will be approved subject to operational needs. The appropriate administrator shall respond in writing to an employee's vacation request as soon as possible. Once approved in writing, vacations shall not be rescinded without the mutual consent of the employee and the appropriate administrator, except in cases of emergency as determined by the appropriate administrator.

Based upon the operational needs of the campus, vacation schedules shall be determined by the appropriate administrator. Vacations shall be scheduled and taken only as authorized by the appropriate administrator. If a conflict in vacation requests arises, the appropriate administrator shall give consideration to the employee(s) with the most seniority, provided that operational needs are met.

Lump Sum Payment

14.9

Upon separation from service without fault on his/her part, an employee is entitled to a lump sum payment as of the time of separation for any unused or accumulated vacation. Such sum shall be computed by projecting the accumulated time on a calendar basis so that the lump sum will equal the amount which the employee would have been paid had he/she taken the time off, but not separated from service.

Holidays

14.10

The following paid holidays, except as provided in Provision 14.11 below, shall be observed on the day specified:

- a. January 1
- b. Third Monday in January (Martin Luther King Jr. Day)
- c. July 4
- d. First Monday in September (Labor Day)
- e. Thanksgiving Day
- f. December 25
- g. Any other day designated by the Governor for a public fast or holiday.

14.11

The paid holidays listed in this provision shall be observed on the day specified unless they fall on a Saturday or Sunday, or are rescheduled for observance on another day by the President.

- a. Third Monday in February (Washington's Birthday)
- b. February 12 (Lincoln's Birthday)
- c. Last Monday in May (Memorial Day)
- d. Admission Day
- e. Second Monday in October (Columbus Day)
- f. November 11 (Veteran's Day)

14.12

Any holiday listed in this Article which falls on a Saturday shall be observed on the preceding Friday. Any holiday in this Article which falls on a Sunday shall be observed the following Monday.

14.13

An employee on the payroll on the day a holiday is officially observed shall be entitled to the holiday. The number of hours of the holiday shall be determined by the hours the employee is normally scheduled to work on the day the holiday is observed.

If an employee is on a compressed work schedule and the holiday is observed on a non-workday, the employee shall be entitled to the number of holiday hours equal to their normal workday. This holiday must be used within thirty (30) days after the holiday was observed. An employee on a leave of absence without pay or in other non-pay status on a day a holiday is officially observed shall not be entitled to the holiday.

14.14

If a holiday falls on a scheduled workday during an employee's vacation or within a period of absence chargeable to sick leave, the holiday will not be charged to sick leave or vacation time.

14.15

A campus yearly calendar shall be provided to the employees at least thirty (30) days before its effective date.

14.16

An employee shall be permitted to use accrued vacation or his/her Personal Holiday if the President closes the campus and there is an insufficient number of holidays scheduled to be observed during the closure. Employees eligible for CTO may use accrued CTO during periods of campus closure.

14.17

Should an employee not have vacation accrued, sufficient CTO balance or Personal Holiday to cover the scheduled days of closure, he/she shall be provided sufficient work prior to the scheduled closure to prevent any loss of pay or benefits. Such time worked shall be in accordance with Article 19, Overtime.

14.18

Employees who are in an academic year appointment are entitled to all days designated in the campus academic calendar as academic holidays, or any other day designated by the Governor for a public fast or holiday. If the timebase is less than full-time, this provision will be applied on a pro rata basis.

Personal Holiday

14.19

An employee is entitled to one (1) Personal Holiday which must be taken on one (1) day during the calendar year. If the employee fails to take the Personal Holiday before the end of the year, the holiday shall be forfeited. The scheduling of the holiday shall be by mutual agreement of the employee and the appropriate administrator.

Holiday Work Compensation

14.20

A full-time employee who works on the day a holiday is officially observed shall be compensated at his/her overtime rate on an hour-for-hour basis for all hours worked on the holiday. Such compensation shall be in cash or CTO, as determined by the President. This provision shall apply pro rata to less than full-time employees. Employees not eligible for overtime as listed in Appendix C shall receive time off earned at the straight time rate.

14.21

When a holiday is observed pursuant to Provision 14.11 and an employee is not scheduled to work on the day the holiday is observed, but is required to work on the calendar date of such a holiday, he/she shall only receive holiday work compensation for time worked on the calendar date of the holiday. Such compensation shall be provided pursuant to Provision 14.20, Holiday Work Compensation, of this Article.

ARTICLE 15
LEAVES OF ABSENCE WITH PAY

Sick Leave

15.1

Following completion of one (1) month of continuous service, a full-time employee shall accrue eight (8) hours of credit for sick leave with pay. Thereafter, for each additional month of service, eight (8) hours of credit for sick leave with pay shall be accrued.

15.2

Each full-time employee shall be considered to work not more than forty (40) hours each week. Employees who are appointed less than full-time shall accrue credit for sick leave with pay on a pro rata basis.

15.3

Sick leave may be accumulated without limits, and no additional sick leave with pay beyond that accumulated shall be granted except as provided for in Provision 15.7.

15.4

An employee shall be responsible for reporting an absence to the appropriate administrator as soon as possible in compliance with department and campus policies.

15.5

An employee shall be responsible for completing and signing the campus absence form and returning the absence form to the appropriate administrator upon reporting to work.

15.6

An employee may be required to provide a physician's statement or other appropriate verification for absences after three (3) consecutive days charged to sick leave. An employee shall not normally be required to provide such a statement or verification for an absence of three (3) consecutive days or less charged to sick leave.

Catastrophic Leave Donation Program

15.7

Any CSU employee who accrues vacation or sick leave credits may voluntarily donate either of those credits to any other CSU employee on the same campus, if the recipient employee has exhausted all accrued leave credits, i.e., sick leave, vacation and CTO, due to a catastrophic illness or injury. Catastrophic illness or injury is an illness or injury that has totally incapacitated the employee from work.

The following provisions shall apply:

- a. An employee, his/her representative or the employee's family member must request the employee's participation and provide appropriate verification of illness or injury as determined by the campus President. The President shall then determine the employee's eligibility to receive donations based upon the definition provided above.

- b. An incapacitated employee may elect to defer a request to participate during a period of Industrial Disability Leave eligibility.
- c. Employees may donate a maximum of thirty-two (32) hours leave credits per fiscal year in increments of one hour or more. Donations are irrevocable.
- d. Donated leave credits may be used to supplement Industrial Disability Leave, Non-Industrial Disability Leave or Temporary Disability payments from the State Compensation Insurance Fund upon application for these benefit(s) by an eligible employee. The total amount of leave credits donated and used may not exceed an amount sufficient to ensure the continuance of the employee's regular monthly rate of compensation.
- e. The total donated leave credits shall normally not exceed an amount necessary to continue the employee for three (3) calendar months calculated from the first day of catastrophic leave. The President may approve an additional three-month period in exceptional cases. The leave should not be deemed donated until actually transferred by the campus record keeper to the record of the employee receiving leave credits.
- f. For employees whose appointments have not been renewed, donated time may not be used beyond the employee's appointment expiration date in effect at the beginning of the disability.
- g. Only vacation and sick leave credits may be donated.
- h. Donated leave credits may not be used to receive service credit following a service or disability retirement.
- i. Any CSU union may solicit leave donations from bargaining unit employees for direct transfer to employees eligible to receive such leave credits.
- j. Catastrophic illness or injury may also include an incapacitated member of the employee's immediate family if this results in the employee being required to take time off for an extended period of time in order to care for the family member and the employee has exhausted both all of his/her accrued vacation credits and all of his/her accrued sick leave credits which may be used for family care in accordance with the appropriate collective bargaining agreement. Only donated vacation credits may be used for such family care catastrophic leave. Immediate family member shall be defined in accordance with the definition contained in the sick leave provisions of the collective bargaining agreement covering the recipient employee.
- k. The provisions of this program shall be subject to the grievance procedure contained in the collective bargaining agreement covering the grieving employee.

Absences Chargeable to Sick Leave

15.8

The use of sick leave may be authorized by the appropriate administrator only when an employee is absent because of:

- a. illnesses, injury, or disability related to pregnancy;
- b. exposure to contagious disease;
- c. dental, eye, other physical or medical examinations or treatments by a licensed practitioner;
- d. illness or injury in the immediate family and sick leave for family care is primarily for emergency situations. Up to five (5) days of accrued sick leave credit may be used for family care during any

one (1) calendar year. The appropriate administrator may authorize an additional five (5) days of accrued sick leave credit for family care during one (1) calendar year.

- e. An employee may request the use of accrued sick leave credit for family care beyond the maximum set forth above. Such requests must be accompanied by a physician's statement or other appropriate need verification. The granting or denial of such additional use of sick leave shall be the prerogative of the appropriate administrator and shall not be subject to Article 7, Grievance Procedure, or Article 8, Complaint Procedure, of this Agreement.
- f. death of a person in the immediate family.

The President may authorize up to forty (40) hours of accrued sick leave for bereavement. When one (1) or other deaths occur in a calendar year, up to forty (40) hours of accrued sick leave credits may be authorized for each death.

15.9

"Immediate family" as used in this Article shall mean close relative or other person residing in the immediate household of the employee, except domestic employees, roomers or roommates.

15.10

The President may direct an employee to take sick leave if he/she determines that the employee has restricted ability to carry out his/her duties due to illness.

15.11

An employee may be required to undergo a medical examination as directed by the President to ascertain the employee's ability to perform his/her required duties. If such an examination is by the physician selected by the employer, the CSU shall bear the costs of such medical examination.

15.12

Under no circumstances may an employee be granted sick leave for days during layoff periods or during a leave of absence without pay. An employee may not be granted sick leave during periods when the campus or department is closed unless the employee was on sick leave prior to the time of the campus or department closure.

15.13

A female employee on maternity leave pursuant to Article 16, Leaves of Absence Without Pay, shall be entitled to use earned sick leave for the period of time covering date of childbirth and immediate physical recovery therefrom. Earned sick leave shall be charged for workdays in such a period of time. Normally, fifteen (15) days of earned sick leave may be charged. A physician's verification of disability shall be required for the use of earned sick leave in excess of fifteen (15) days, pursuant to this provision.

15.14

The President may authorize unpaid sick leave, the use of vacation or the use of CTO pursuant to Article 19, Overtime, for an employee who has exhausted accumulated sick leave.

Funeral Leave

15.15

For each death of a significantly close relative or an immediate family member as defined in Provision 15.9, upon request to the President, the employee shall be granted two (2) day's leave with pay. If such a death of a significantly close relative requires the employee to travel over five hundred (500) round-trip miles from his/her home, upon request such a leave with pay shall be granted for three (3) days.

15.16

A leave granted in accordance with Provision 15.14 may be supplemented in accordance with bereavement provisions of this Article.

15.17

The term "significantly close relative" as used in this Article shall mean a spouse and the employee's or his/her spouse's mother, father, grandmother, grandfather, grandchild, son, son-in-law, daughter, daughter-in-law, brother, sister, or relative living in the immediate household of the employee.

Jury Duty

15.18

An employee who serves on jury duty shall receive his/her salary only if he/she remits the amount received for such duty to the CSU. Payment for travel expenses and subsistence received by the employee need not be remitted. If the employee elects to retain the jury duty fees, his/her time off for jury duty is not compensable. The employee may elect to use vacation, personal holiday or CTO to cover the time off.

15.19

An hourly employee shall be eligible for time off with pay for jury duty only for those hours he/she was scheduled to work.

15.20

An employee who receives initial notification that he/she is subject to jury duty shall notify the appropriate administrator.

15.21

The employee is required to notify the appropriate administrator in writing prior to taking leave for jury duty. Verification of actual service for jury duty shall be provided by the employee when requested by the appropriate administrator.

15.22

Upon request, an employee on swing or graveyard shift who serves on jury duty shall be reassigned to the day shift.

Leave to Vote

15.23

An employee who would otherwise be unable to vote outside of his/her regular working hours may be granted up to two (2) hours of work time without loss of pay to vote at a general, direct primary, or presidential primary election. An employee shall be required to request such leave time from the appropriate administrator at least two (2) working days prior to the election.

Absence as a Witness

15.24

Employees serving as court-subpoenaed witnesses or expert witnesses in the interest of the CSU shall seek the payment of witness fees. Whenever possible, employees shall confer with the attorney requesting their appearance to determine whether certified copies of appropriate documents would be suitable and would eliminate the need for a court appearance.

15.25

An employee who is absent as a court-subpoenaed witness or expert witness in the interest of the CSU shall be paid the normal salary for the corresponding period of absence. No portion of the employee's salary shall be forfeited as the result of such an appearance; however, all court fees (except personal travel and/or subsistence payments) shall be remitted to the CSU. If an exceptional circumstance occurs whereby the employee does not remit such fees, an amount equal to the fees shall be deducted from the employee's salary. No vacation or compensatory time off (CTO) shall be used in such cases.

15.26

An employee who receives court fees in excess of regular earnings may keep the excess and need remit only an amount equal to the compensation paid the employee while on leave. If the employee chooses to retain the entire fee, then the time taken off shall be charged as vacation or CTO, and if no vacation time or CTO is available, the employee shall be docked for the period of absence.

15.27

An employee (including hourly employees) serving as a court-subpoenaed witness on a holiday or while on vacation or on compensatory time off (CTO) shall serve on his/her own time.

15.28

An employee who is a party to a suit or who is an expert witness not serving in the interest of the CSU shall appear on his/her own time. The employee shall be charged vacation or CTO, and if no vacation time or CTO is available, the employee shall be docked for the period of absence.

15.29

An employee who is required to appear in court on behalf of the CSU at times outside of and not continuous with an employee's regular work schedule shall be compensated pursuant to the call-back pay requirements of Provisions 19.17 and 19.18 of this Agreement only if he/she is required to appear in court as a result of the exercise of his/her duties during working hours.

Call-back pay under this provision shall not be provided to employees who are parties to a suit, who serve as court-subpoenaed witnesses, or who serve as expert witnesses unless they do so on behalf of the CSU and as a result of the exercise of their duties during working hours.

Military Leave

15.30

Emergency military leave, temporary military leave, and indefinite military leave shall be granted to eligible employees in accordance with state and federal law.

Supplement to Industrial Disability Leave (IDL)

15.31

Upon written notification to the CSU by an eligible employee, he/she may elect to supplement IDL payments with charges to his/her accrued sick leave. Such an election shall be made no later than fifteen (15) days after the report of the injury for which the IDL is being paid.

15.32

Such supplement shall continue until the employee has exhausted his/her accrued sick leave or until the employee provides to the CSU written notification he/she wishes to discontinue the supplement. Such a notice shall be provided fifteen (15) days prior to the effective date of such a discontinuation.

15.33

Such a supplement to IDL payments shall not result in the employee receiving a payment in excess of his/her regular salary or wage.

15.34

All payments received by an employee while on IDL shall be subject to mandatory and authorized voluntary deductions.

Maternity/Paternity/Adoption Leave

15.35

"Maternity/paternity/adoption leave" shall refer to a leave for the purpose of a parent preparing for the arrival of a new infant and the care of a new infant.

An employee shall be entitled to up to twenty (20) workdays "maternity/ paternity/adoption leave" (as defined above, and subject to the requirements of Provision 16.12), with pay. Such leave shall be in addition to available sick leave and to available vacation under Article 14. Paid maternity/paternity/adoption leave runs concurrently with any other related leaves for which the employee is eligible.

ARTICLE 16

LEAVES OF ABSENCE WITHOUT PAY

16.1

A full-time employee or part-time permanent employee may be granted a full or partial leave of absence without pay for up to one (1) year for the following purposes/reasons:

- a. loan of an employee to another governmental agency;
- b. family leave;
- c. outside employment that would lessen the impact of a potential layoff or a layoff;
- d. temporary incapacity due to illness or injury;
- e. other satisfactory reasons.

Leaves without pay granted for d. above shall also be subject to Article 15, Leaves of Absence With Pay. Periods of disability related to pregnancy are subject to the provisions of Article 15, Leaves of Absence With Pay.

16.2

A written application for a leave of absence without pay or an extension of a leave of absence without pay shall be submitted to the President. The President shall determine if such a leave shall be granted and the conditions of such a leave, and shall respond to the application within forty-five (45) days.

16.3

An employee who is on a leave of absence without pay shall not return to active pay status prior to the expiration of such a leave without written approval of the President.

16.4

Service credit shall not be granted to an employee on a leave of absence without pay.

16.5

A leave so granted assures to the employee a right to return to his/her former position or a position within his/her classification upon expiration of the leave and the time lost shall not constitute a break in service.

16.6

When requested by the President, an employee granted a leave of absence without pay shall provide verification that the conditions of the leave were met.

16.7

An employee on a leave of absence without pay for more than thirty (30) days may opt to continue his/her fringe benefits at his/her own expense. Upon written request of an eligible employee as defined in Article 21, Benefits, the CSU shall provide a system for the continued payment of his/her insurance premiums including health, dental and vision benefits during the period of an unpaid leave of absence. During this period, such an employee shall pay both the employee's and the CSU's contributions. The CSU shall not advance such payments. Such an employee shall pay all contributions prior to the date each payment is due. Failure to pay such premiums will result in coverages lapsing unless the employee makes other arrangements.

16.8

The granting or denial of leaves of absence without pay pursuant to Provisions 16.1 through 16.7 shall not be subject to Article 7, Grievance Procedure.

Family Care and Medical Leave

16.9

An employee who has at least twelve (12) months of service is entitled to a family care and medical leave without pay.

16.10

Eligible employees may take up to a total of twelve (12) weeks of family care and medical leave in a 12-month period, including any periods of absence with pay for family care and medical leave purposes.

16.11

An employee may be granted family care and medical leave for the birth of a child of the employee, the placement of a child with an employee in connection with the adoption or foster care of the child by the employee, to care for a child, parent or spouse of the employee who has a serious health condition, or for the employee's own serious health condition.

16.12

For family care and medical leave taken for reason of the birth of a child or adoption/foster care of a child by an employee, any leave taken shall be initiated within one (1) year of the birth of a child or placement of a child with the employee in the case of adoption/foster care.

The period of family care and medical leave granted to an employee for the birth of a child shall run concurrently with the period of leave available to an employee under Education Code Section 89519.

16.13

The amount of family care and medical leave that may otherwise be granted under this Article may be reduced by the amount of family care and medical leave granted to an employee for reasons set forth under Provisions 16.9 through 16.22.

16.14

Before granting a family care and medical leave for the serious health condition of a child, parent or spouse, the President may require certification of the serious health condition from the health care provider.

16.15

Upon expiration of the period which the health care provider originally estimated that the employee needed to care for the child, parent or spouse, the President may require the employee to obtain recertification if additional leave is requested.

16.16

Family care and medical leave shall be leave without pay except that an employee must utilize all accrued personal holidays, vacation and CTO that he/she is otherwise eligible to take during the otherwise unpaid period of the family leave.

16.17

An employee may use accrued sick leave during the period of family care and medical leave upon mutual agreement between the employee and the appropriate administrator. Such requests for sick leave shall be made in accordance with Article 15 of this Agreement.

16.18

Family care and medical leave is separate and distinct from the right of a female employee to take a pregnancy disability leave under Government Code Section 12945, subdivision (b)(2). If a female employee takes part or all of the maximum four (4) months of pregnancy disability leave, she may request up to twelve (12) weeks additional family care and medical leave for reason of the birth of her child, or due to her own serious medical condition. Family care and medical leave and pregnancy disability leave shall run concurrently with the period of leave available under the provisions of Education Code Section 89519. Family care and medical leave shall not run concurrently with pregnancy disability leave under Government Code Section 12945.

16.19

An employee shall provide the President with written notice of the need for family care and medical leave as soon as the event necessitating the leave becomes known to the employee. In general, as much advance notice as is reasonably possible shall be provided and normally shall not be less than five (5) working days of the event giving rise to the need for leave.

16.20

If the employee's need for family care and medical leave is foreseeable due to the planned medical treatment or planned supervision of a child, parent or spouse with a serious health condition, the employee shall provide the President with not less than fourteen (14) days notice of the need for the leave. The employee shall consult with the appropriate administrator regarding the scheduling of the treatment or supervision so as to minimize disruption of the operations of the campus.

16.21

A family care and medical leave so granted assures to the employee a right to return to his/her former position or an equivalent position upon expiration of the family care and medical leave. If the former position and any equivalent position has ceased to exist due to legitimate business reasons unrelated to the leave, the campus shall make reasonable accommodation by alternative means that will not cause undue hardship to the campus. Such alternative means shall include, but not be limited to, offering the employee any other position which is available and for which the employee is qualified. The family care and medical leave shall not constitute a break in service for the purposes of length of service and/or seniority under this Agreement.

16.22

An employee on family care and medical leave shall retain employee status and shall continue to accrue seniority points pursuant to Article 24 of this Agreement during the period of the family care and medical leave. During a family care and medical leave, an employee may continue to participate in benefits to the same extent and under the same conditions as would apply to any other personal leave of absence without pay pursuant to this Agreement, except that if any paid portion of the family care and medical leave is less than twelve (12) weeks, unless canceled by the employee, the CSU shall continue to make employer contributions toward health, dental and vision coverage for the unpaid remainder of the twelve (12) week period. If an employee fails to return at the end of the family care or medical leave, the CSU may require repayment of insurance premiums paid during the unpaid portion of the leave. The CSU shall not require repayment of premiums if the employee's failure to return is due to his/her serious health condition or due to circumstances beyond the employee's control.

16.23

The leave of absence of a temporary employee eligible for such leave pursuant to this Article shall terminate upon the expiration of that employee's temporary appointment.

16.24

The granting or denial of leaves of absence without pay pursuant to Provisions 16.9 through 16.23 shall be subject to Article 8, Complaint Procedure.

ARTICLE 17
ASSIGNMENT/REASSIGNMENT

17.1

An employee shall be provided with written notice of permanent reassignment to another position seven (7) days prior to the effective date of such a reassignment. If more than one (1) employee requests an opportunity for reassignment to the same position, the appropriate administrator shall give consideration to seniority, provided that operational needs are met.

17.2

The President may temporarily assign an employee to a position in a higher classification or temporarily reclassify an employee for the performance of duties in a higher classification. The President may temporarily effect an in-class progression for the performance of duties at a higher skill level in the same or a different position. Such a temporary assignment or temporary in-class progression may be for up to six (6) months, and shall be consistent with this Article and/or Article 22, Professional Development. Such an assignment may be extended beyond six (6) months, but for not longer than another twelve (12) months, by mutual agreement of the President and the employee. An employee shall be provided with written notice of such a temporary assignment of duties of another classification or temporary in-class progression at least seven (7) days prior to the effective date.

17.3

An employee shall begin to receive the appropriate compensation of the higher classification or skill level from the effective date of such a temporary assignment or temporary in-class progression.

17.4

An employee serving in a temporary assignment of duties of another classification or temporary in-class progression shall be provided with a letter of verification of such service. A copy of such a verification letter shall be placed in the personnel file of the employee.

17.5

At the end of the temporary assignment of duties of another classification or temporary in-class progression, the employee shall be returned to his/her permanent assignment with the same status as he/she would have had if he/she had not been granted such a temporary assignment or temporary in-class progression.

Assignment

17.6

An employee shall be informed as to the administrator to whom he/she shall be normally accountable. An employee may seek clarification of working instructions from such an appropriate administrator. Such clarification shall be provided in writing.

17.7

The appropriate administrator shall provide an employee with a copy of the employee's position description within one week of the employee's initial hire. After initial hire, upon the employee's request, the appropriate administrator shall provide the employee with a copy of the employee's position description if a current one is available. If a current one is not available, then the employee shall be provided with a copy of his/her position description within forty-five (45) days of his/her request. A copy of the position description signed by the employee shall be placed in the employee's official personnel file.

If a position description is to be altered, the employee shall be provided with a copy of the altered position description at least seven (7) days prior to its effective date. Position descriptions shall reflect the employee's assigned duties and responsibilities.

17.8

An employee may request, in writing, a meeting with the appropriate administrator to discuss a position description, reassignment, or work assignment. Such a meeting shall not be unreasonably denied.

17.9

Appropriate administrators may perform duties within the classification and qualification standards that are applicable to bargaining unit employees.

17.10

Student assistants may be assigned duties within the classification and qualification standards that are applicable to bargaining unit employees.

17.11

The CSU agrees to immediately meet and confer on the bargaining unit impact of Provisions 17.9 and 17.10 of this Article when it determines that there may be a need for implementation of any procedures in Article 24, Layoff. In the event of layoff, the number of student assistants' hours and the number of administrators in a department shall not be increased for the purpose of performing bargaining unit work.

17.12

When the CSU determines that a study to develop new classifications or to revise current classifications is necessary, the CSU shall notify the Union. Within fifteen (15) days of such notification, the Union may request to meet with the CSU to discuss the classification study. Such a meeting shall be held at the Office of the Chancellor.

The Union may submit a written request and submit data in support of the request to the CSU to develop new classifications or to revise current classifications. The CSU shall respond in writing to such request(s).

The CSU shall notify the Union of the establishment of any new bargaining unit classification(s). The Union may, within 30 days of such notification, request the University meet and confer on the impact of the implementation of any such newly established bargaining unit classification(s).

Outside Employment

17.13

Outside employment shall not conflict with the responsibilities and duties of the employee to the CSU.

ARTICLE 18 HOURS OF WORK

Work Schedules

18.1

Full-time employees in non-exempt classifications shall work a minimum workweek of forty (40) hours in a seven (7) day period or eighty (80) hours in a fourteen (14) day period.

Under normal circumstances, work schedules shall provide for five (5) consecutive days' work in a seven (7) day period, or four (4) consecutive days' work in a seven (7) day period. For a 3/12 work schedule, work days may be three (3) consecutive days in the first seven (7) day period and four (4) consecutive days in the second seven (7) day period of a fourteen (14) day schedule or three and one-half (3 1/2) days in each seven (7) day period.

For the purposes of administering a 3/12 work schedule, the schedule period shall begin at 12:01 a.m. on Sunday and shall end at 12:00 midnight on the second succeeding Saturday.

18.2

The appropriate administrator shall determine the work schedule for an employee. An employee shall be provided with notification of a permanent work schedule change or a summer work schedule at least twenty-one (21) days prior to the effective date of the work schedule change. The appropriate administrator may give consideration to employee seniority.

18.3

For those employees assigned a five (5) day workweek, the workday shall normally consist of eight (8) hours. For those employees assigned a four (4) day workweek, the workday shall normally consist of ten (10) hours. For a 9/80 work schedule, employees will be required to work nine (9) hours per day on four (4) consecutive days during each work week and eight (8) hours per day on the alternating fifth (5) day during a fourteen (14) day period of time. For a 3/12 work schedule, a work week shall consist of three (3) twelve (12) hour days during the first week of a fourteen (14) day schedule and three (3) twelve (12) hour days and one eight (8) hour day during the succeeding week; or three (3) twelve (12) hour days and one (1) four (4) hour day in each seven (7) day period, of the fourteen (14) day schedule .

9/80 Work Schedule

Bargaining unit employees will be given the opportunity to volunteer to participate in a 9/80 work schedule. An employee's request to participate will be subject to the approval of his/her appropriate administrator. The actual days and hours of work will continue to be scheduled by the employee's appropriate administrator. The initial decision to request participation will be voluntary.

An employee who participates will be required to remain in the 9/80 work schedule until removed from the schedule by his/her appropriate administrator.

An employee may request that he/she withdraw from the 9/80 work schedule only as a result of a personal family emergency which renders the employee's continued participation in the 9/80 work schedule impossible. Such personal family emergency may include, but need not be limited to, child or elder care obligations, or employee conflict with non-CSU employment. Removal from the 9/80 work schedule under these circumstances is subject to the approval of the employee's appropriate administrator. The appropriate administrator may request that the employee provide documentation in support of such a request.

18.4

For exempt classifications, there are no fixed, minimum or maximum hours in a workday or workweek.

For non-exempt classifications, the full-time workweek is a workweek of forty (40) hours within seven (7) consecutive twenty-four (24) hour days or one hundred and sixty-eight (168) hours. In accordance with the provisions of Article 19, employees may be required to work overtime hours as directed by the appropriate administrator.

18.5

Less than full-time employees shall be assigned hours pro rata and days of work as determined by the President.

Employee Request for Work Schedule Change and/or Flexible Work Hours

18.6

An employee(s) may submit a written request to the appropriate administrator for a change in the work hours and/or workdays of his/her work schedule. Such requests shall be submitted twenty-one (21)

days prior to the requested effective date of the change. An employee shall not submit more than four (4) such requests per year.

18.7

If deemed necessary by the appropriate administrator or the employee, a meeting between the appropriate administrator and the employee shall be held to discuss the work schedule change request.

18.8

If a conflict in work schedule change requests arises, the appropriate administrator shall give consideration to the employee(s) with the most seniority provided that operational needs are met.

18.9

The appropriate administrator shall respond in writing to the employee regarding approval or denial of such request.

Meal Periods

18.10

An employee shall be entitled to a meal period not to exceed sixty (60) minutes. The time of such meal period shall be designated by the appropriate administrator and shall be at or near the middle of the workday. Such meal periods shall not count toward hours worked, except as provided for in Provision 18.11.

18.11

An employee required to remain on the job at his/her workstation for the full shift period shall be permitted to take a meal period, not to exceed thirty (30) minutes, during work time.

Rest Periods

18.12

An employee shall be allowed rest periods each workday of fifteen (15) minutes for each four (4) hours worked. Rest period schedules shall be determined by the appropriate administrator in accordance with the operational needs of the department. Rest periods shall be counted towards hours worked. When an employee is required to perform duties during a scheduled rest period, the appropriate administrator shall endeavor to reschedule the rest period for that workday. Rest period time not taken shall not be cumulative.

Clean-up Time - Units 2 and 9

18.13

When deemed necessary by the appropriate administrator, employees shall be permitted by the appropriate administrator immediately prior to the end of their workday a clean-up period of up to ten (10) minutes as appropriate to perform personal washing and changing of clothes. Reasonable worktime shall be provided to an employee for the taking of showers when deemed necessary by the appropriate administrator.

Clean-up Time - Unit 5

18.14

Employees shall be permitted immediately prior to the end of their workday a clean-up period of ten (10) minutes to perform personal washing and changing of clothes. Reasonable worktime shall be provided to an employee for the taking of a shower when deemed necessary by the appropriate administrator.

Clean-up Time - Unit 7

18.15

Employees in a print shop or other duplicating facility shall be permitted by the appropriate administrator immediately prior to the end of their workday a clean-up period of up to ten (10) minutes as appropriate to perform personal washing and changing of clothes.

Telecommuting

18.16

If a campus determines that telecommuting is in its best interest, then a written telecommuting policy shall be developed. The provisions of this policy shall include, but not be limited to, the following:

eligibility for both position and employee selection, a work place hazards assessment, responsibility for equipment assignment, usage and maintenance, and business related costs.

Telecommuting is only feasible for those job duties that can be performed away from the campus.

Participation in telecommuting is voluntary and at the discretion of the appropriate administrator.

Participation shall be based on a written agreement between the employee and appropriate administrator. The written agreement shall contain the work schedule, performance expectations and duration of the assignment.

All telecommuting work schedules require prior management approval. Hours of work shall be consistent with the operational needs of the organization and other Article 18 provisions.

ARTICLE 19 OVERTIME

Overtime Compensation

19.1

Overtime is defined as authorized time worked in excess of forty (40) hours in a seven (7) consecutive twenty-four (24) hour period beginning at 12:01 a.m. on Sunday and ending at 12:00 midnight the following Saturday. For employees assigned to a 9/80 work schedule, overtime is defined as authorized time worked in excess of forty (40) hours in seven (7) consecutive twenty-four (24) hour periods beginning at 12:01 p.m. on Friday and ending at 12:00 p.m. (noon) on the following Friday.

19.2

For the purposes of administering a 3/12 work schedule, overtime shall be defined as time worked in excess of eighty (80) hours within a fourteen (14) day schedule.

19.3

Overtime shall be compensated in cash or in compensatory time off (CTO) as determined by the President and shall be paid only as provided in Appendix C of this Agreement, consistent with the provisions of the Fair Labor Standards Act (FLSA). The salary stipend (provision 20.37) shall be included in base wages for determining compensation for overtime earned during the stipend period. Employees eligible to receive overtime shall be compensated at the rate of one and one-half times their hourly straight time rate.

19.4

Overtime shall be authorized and assigned by the appropriate administrator.

19.5

Paid holiday, paid sick leave, and paid vacation time shall be counted as time worked for purposes of this Article.

19.6

The only official methods for the computation and accumulation of overtime are those provided in this Article.

The appropriate administrator shall endeavor to equalize the overtime work among all qualified employees who have expressed interest in overtime work. Advance notice of overtime opportunities shall be provided to all qualified employees whenever possible. An employee shall be required to work overtime if no qualified volunteer is available.

19.7

All employees shall be classified as either exempt or non-exempt for purposes of compliance with the FLSA requirements for payment of overtime or compensatory time off (CTO).

Compensatory Time Off (CTO)

19.8

Requests for scheduling CTO shall be submitted to the appropriate administrator at least seven (7) days in advance. CTO shall be scheduled and taken only as authorized by the appropriate administrator.

19.9

When possible, the scheduling of earned CTO shall be by mutual agreement of the employee and the appropriate administrator. Upon reasonable notice to the employee, the appropriate administrator may direct the employee to take earned CTO.

19.10

CTO should be taken within the year it is earned whenever possible. If an employee has been unable to take his/her CTO and has a CTO balance in excess of one hundred twenty (120) hours as of December 31, he/she shall be paid in cash for all hours in excess of one hundred twenty (120). Such payment shall be made by February 1 of each year.

19.11

Upon request of the employee, the appropriate administrator shall provide an accounting of the employee's CTO balance.

19.12

When an employee is separated from service, he/she is entitled to a lump-sum payment for any earned CTO by reason of previous overtime worked.

19.13

Overtime eligibility and overtime rates shall be by classification. Such eligibility and overtime rates by classification are listed in Appendix C and incorporated by reference.

Extended Work Hour Meal Allowance

19.14

When an employee is required to work more than two (2) hours before or two (2) hours after a regularly scheduled workday, he/she may claim the cost of each meal up to the maximum allowed for lunch in accordance with CSU travel regulations. All claims for extended work hour meal reimbursements must be supported by a voucher. The time taken to consume the meal will not be included in the computation of extended work hours for the purpose of this allowance.

An employee shall not be required to interrupt his/her work to consume his/her extended work hour meal. Extended work hour meals may be taken before, after or during the extended work hour period. This provision shall not apply to employees receiving a per diem rate.

19.15

Overtime shall not include time spent in travel to and from the work site except as provided for in Article 22, Professional Development.

19.16

Holiday Work Compensation Overtime - See Article 14, Vacations and Holidays (Holidays, Holiday Work Compensation).

Call-Back

19.17

Call-back work is work performed at a time outside of and not continuous with an employee's regular work schedule. An employee called back to work shall receive no less than three (3) hours pay at the overtime rate unless such call-back is within three (3) hours of the beginning of the employee's next shift, in which case the employee shall only be paid for the hours remaining before the beginning of the employee's next shift.

19.18

An employee may be called back to work at the discretion of the appropriate administrator. The appropriate administrator shall endeavor to assign call-back work on a volunteer basis. If no volunteers are available, or in an emergency situation, the employee who is called back shall be required to work.

On-Call Time

19.19

On-call time is time outside of an employee's regular work schedule but during which an employee must be available to report to work if deemed necessary by the appropriate administrator. On-call

time is not compensable. If an on-call employee is contacted by an appropriate administrator for the purpose of performing work, then Provisions 19.17 and 19.18 shall apply.

19.20

When the CSU determines that an employee shall be placed on call, the employee may use his/her on-call time for his/her own purposes, subject to the employee being reachable by beeper/pager or leaving a telephone number where he/she can be contacted while on call. If contacted by the appropriate administrator, the employee shall report to work within a reasonable period of time.

ARTICLE 20 SALARY

20.1

The salary schedule for bargaining unit employees in Units 2, 5, 7, and 9 shall be found in Appendix E and incorporated in this Agreement by reference.

20.2

An employee shall be assigned a salary rate within the salary range or sub-range appropriate to his/her classification. The salary range or sub-range for each classification shall include a minimum salary rate and maximum salary rate.

20.3

Employee compensation programs, including the General Salary Increase (GSI), the Merit Salary Increase (MSI), and the Market Salary Adjustment (MSA), shall be implemented only in fiscal years in which the parties expressly agree to such programs or agree to provide increases in such programs. For fiscal year 2000-2001, these programs, as set forth in this Agreement, shall become effective July 1, 2000.

General Salary Increase

20.4

For fiscal year 2000-2001, all salary rates on the salary ranges for all bargaining unit classifications, and the individual salary rates of all bargaining unit members shall be increased effective July 1, 2000, by 2.00% provided that the final state budget general fund appropriation and allocation to the CSU is no less than the level of the general fund appropriation to the CSU in the Governor's May 15, 2000, Budget for fiscal year 2000/01; and Market Salary Adjustments.

20.5

For fiscal year 2000-2001, the parties shall negotiate the distribution of a two percent (2%) increase in the compensation pool for bargaining unit employees in designated classifications to be effective on July 1, 2000, provided that the final state budget general fund appropriation and allocation to the CSU is no less than the level of the general fund appropriation to the CSU in the Governor's May 15, 2000, Budget for fiscal year 2000/01.

The designated classifications and the percent increase shall be as specified in Appendix F (Market Equity Agreement).

Shift Differential

20.6

An eligible employee who is regularly assigned to work four (4) or more hours between 6 p.m. and midnight (exclusive of overtime) shall be paid a shift differential of one dollar and twenty-five cents (\$1.25) per hour for the employee's entire shift.

20.7

An eligible employee who is regularly assigned to work four (4) or more hours between midnight and 6 a.m. (exclusive of overtime) shall be paid a shift differential of two dollars and twenty cents (\$2.20) per hour for the employee's entire shift.

20.8

An eligible employee who is regularly assigned to work a shift that begins between 6 p.m. and midnight and continues for at least four (4) hours beyond midnight shall be paid a shift differential in accordance with provision 20.7. Such hours shall be exclusive of overtime .

20.9

All non-exempt employees who are regularly assigned to a shift as defined in provisions 20.6, 20.7 and 20.8 are eligible to receive a shift differential.

Pay Plans

20.10

Probationary and permanent employees shall be eligible to request participation in the 10/12 or 11/12 pay plan . The assignment of an eligible employee into the 10/12 or 11/12 pay plan and the yearly schedule shall be by mutual agreement of the appropriate administrator and the employee. Final approval by the President is required prior to employee participation in the 10/12 or 11/12 pay plan.

20.11

A 10/12 or 11/12 pay plan yearly schedule shall provide that the appropriate period of time in work status and non-work status shall be scheduled within one (1) year.

20.12

A yearly schedule for an employee in the 10/12 pay plan program shall normally be five (5) consecutive pay periods in work status, followed by one (1) pay period in non-work status, or ten (10) consecutive pay periods in work status, followed by two (2) consecutive pay periods in non-work status. A yearly schedule for an employee in the 11/12 pay plan program shall normally be eleven (11) consecutive pay periods in work status followed by one (1) pay period in non-work status.

20.13

Variations of a normal yearly schedule may be approved by the President, except that a variation of a normal yearly schedule shall not provide for a period of time in non-work status that requires advance payment of salary . Variations may include, but shall not be limited to, a movement from work status to non-work status at times other than the beginning of a pay period or patterns other than the normal yearly schedule, such as "6-1:4-1" or "7-1:3-1." Some variations of a normal yearly schedule may require delayed adjustments in salary payments.

20.14

Withdrawal from participation in the 10/12 or 11/12 pay plan and return to a twelve (12) month annual work year may be requested by an employee in accordance with campus procedures. The

appropriate administrator may request an employee on the 10/12 or 11/12 pay plan return to a twelve month annual work year.

In both instances, the employee and the appropriate administrator shall attempt to reach mutual agreement regarding the request. In the absence of mutual agreement, the President shall make a final determination as to the approval or denial of such requests. The President may return an employee to a twelve (12) month annual work year. The employee shall be provided written notice four (4) months prior to such a return.

20.15

An employee participating in the 10/12 or 11/12 pay plan shall receive his/her (10 month or 11 month) annual salary in twelve (12) salary warrants and appropriate benefits on a twelve (12) month basis.

20.16

An employee moving from a twelve (12) month status to the 10/12 or 11/12 plan shall retain his/her anniversary date.

20.17

An employee on the 10/12 or 11/12 pay plan shall accrue sick leave, vacation, and seniority during the full twelve (12) month period. An employee on the 10/12 or 11/12 pay plan who is not in work status on the day a holiday is officially observed shall not be entitled to the holiday.

20.18

Ten (10) or eleven (11) months of service by an employee in the 10/12 or 11/12 pay plan shall constitute one (1) year of service for employment status matters, Merit Salary Increase, and retirement

20.19

Approval or denial by the President of employee requests as specified in provision 20.10 shall be based on operational need and shall not be unreasonably denied. This provision shall not be subject to the Grievance Procedure.

20.20

Employees serving in an academic year appointment that is less than full-time will be paid at the equivalent full twelve (12) month hourly rate for any time worked in excess of the academic year assigned timebase .

Merit Salary Increase

20.21

If agreement between the CSU and CSEA is reached on provision 20.23, then the contract provisions 20.23 through 20.27 and 20.29 through 20.30 will be stricken from the 1999/2001 collective bargaining agreement. If agreement on provision 20.23 is not reached, provisions 20.23 through 20.27 and 20.29 through 20.30 will remain in the agreement.

- a. A Merit Salary Increase (MSI) is movement within a salary range based upon an overall annual job performance rating of satisfactory, its equivalent, or better. An overall rating is a comprehensive rating based on a review of all performance categories
- b. Employees with an overall rating below satisfactory, or its equivalent, or less than twelve (12) months of campus service as of July 1, 2000, shall not be eligible. An

MSI shall be based upon the fiscal year 1999/2000 performance evaluation or the most recent annual performance evaluation in accordance with campus policy.

- c. Each employee shall receive a performance evaluation in accordance with Article 10, Employee Performance. This procedure does not require campuses to modify existing performance evaluation forms unless existing forms do not have an overall rating. In such cases an overall rating must be determined and added or attached to the performance evaluation form. Existing annual performance evaluations and overall ratings contained in the official personnel file shall remain unchanged except with the addition of an overall rating where none exists. No employees' overall performance rating shall be changed after it has been presented to the employee for signature.
- d. An employee whose performance has been rated overall as satisfactory, or its equivalent, shall receive a 1.2% (one and two-tenths percent) increase. An employee whose performance has been rated overall as above satisfactory shall receive an increase in excess of 1.2% (one and two-tenths percent). The percent increase shall be determined by the President, the President's designee or other appropriate administrator. All CSEA represented employees rated at the same level of overall performance on the same campus shall receive the same percentage increase to the nearest tenth of a percent. This increase shall be an increase to the employees base salary except for those employees at the top of the salary range as described in provision 20.21(e). In no event shall an MSI increase cause an employee's salary rate to exceed the maximum of the range.
- e. In cases where bargaining unit employees have reached the top of the classification salary range or sub-range in the salary schedule in Appendix E, the percentage increase for an MSI shall be in the form of a lump sum bonus based on the annual gross earnings between 7/1/99 and 6/30/2000.
- f. During the fiscal year 2000/2001, the amount of the compensation pool funds assigned to the MSI program shall be \$6,235,900 excluding associated benefits costs. The above sum of \$6,235,900 for fiscal year 2000/2001 shall be proportionally allocated to individual campuses based upon the salary base of CSEA represented employees on each campus. MSI Compensation pool funds may be augmented with campus funds. The effective date for an MSI shall be July 1, 2000.
- g. The implementation of the MSI program as described in provision 20.21 requires changes to the salary schedule and other components of the compensation program including but not limited to the SBSI program. All of these changes required to implement provision 20.21 are in effect only for fiscal year 2000/2001 and shall not be extended without the express written consent of both CSEA and the CSU. This provision shall not supercede the work of the Labor Management Committee (LMC) as described in Section 20.22. The work of the LMC shall be extended into fiscal year 2000/2001.
- h. The decision of the President, the President's designee, or other appropriate administrator as to who is to receive an MSI and the percent amount for each performance rating level of the MSI shall not be subject to Article 7, Grievance Procedure, unless the employee alleges that he or she did not receive the same percent increase to the nearest tenth of a percent as other employees at the same performance rating level, or if the employee alleges that an existing overall rating was changed for the sole and express purpose of denying an MSI. Performance evaluations shall not be subject to Article 7, Grievance Procedure, unless the

grievant alleges the procedures in the provisions of Article 10 or this Section have been violated, misinterpreted, or misapplied.

Labor Management Committee

20.22

- a. Within sixty (60) days of the ratification of this Agreement the parties agree to form a Labor Management Committee (LMC). The LMC shall develop goals and objectives for carrying out its mission. The tasks of the LMC include, but are not limited to:
 1. creating an LMC structure system wide to provide for input on compensation and performance management programs, including but not limited to, general salary increases, service based salary increases, performance based salary increases, longevity pay and market salary adjustments, and related workload issues from the divergent occupational groupings of employees in bargaining units 2, 5, 7 and 9;
 2. evaluating and recommending compensation and performance management programs from institutions of higher education and other comparable organizations;
 3. evaluating the CSU compensation and performance management programs and recommending future strategies; and
 4. recommending implementation strategies and timetables for alternatives presented.
- b. The parties agree to utilize an organization development consultant (agreeable to both the CSU and CSEA) with proven ability to facilitate labor management committees with large multi-location interests.
- c. The CSU agrees to pay the consultant costs in an amount not to exceed \$100,000.
- d. The LMC shall be composed of twelve (12) voting members, six (6) selected by the CSEA and six (6) selected by the CSU who shall have the authority to represent and act on behalf of their constituents.
 1. Two co-chairs of the LMC shall be selected, one from the voting members of each party.
 2. The LMC shall operate by consensus.
- e. Release time shall be provided to members of the LMC for the purpose of participating on the committee .
- f. The Vice Chancellor of Human Resources (VCHR) shall work with CSEA to select a mutually acceptable consultant facilitator. The LMC shall provide periodic reports to the CSU and CSEA. The LMC shall present its final report to the VCHR, and to CSEA, which may take recommendations of the LMC to its constituencies for their approval.

20.23

Within ninety (90) days of ratification, the parties agree to form an Information Technology Labor Management Committee (ITLMC) to assess and provide recommendations to their constituents on the recruitment and retention of IT employees including salaries, professional development and other IT staffing issues.

The ITLMC shall be composed of twelve (12) voting members, six (6) selected by the CSEA and six (6) selected by the CSU who shall have the authority to represent and act on behalf of their constituents.

- a. Two co-chairs of the ITLMC shall be selected, one from the voting members of each party.
- b. The ITLMC shall operate by consensus.

Release time shall be provided to members of the ITLMC for the purpose of participating on the committee .

20.24

During fiscal year 2000/2001, the compensation pool allocated to CSEA-represented bargaining units shall be dedicated to but not limited to: GSIs, MSIs, Market Salary Adjustments and other compensation programs. CSEA may take the recommendations of the LMC to its constituencies for their approval. If the CSEA constituencies do not approve the consensus agreement, recommended by the LMC, then this provision and the percentages specified herein shall be subject to the 2000/2001 re-opener negotiations, or subsequent negotiations, as specified in Article 25 of this agreement.

20.25

For fiscal year 2000/2001, the amount of funds dedicated to the MSI program pursuant to provision 20.21 above, will be expended on MSIs. If the total amount of funds dedicated to this program in fiscal year 2000-2001 is not allocated or encumbered for MSI recipients by February 1, the Union may request by the following March 15 to meet with CSU to negotiate regarding the unallocated or unencumbered funds, and CSU shall agree to such a request.

20.26 Bonus Plans

A bonus is a lump sum payment that is not a permanent increase to the base salary of the individual and may be granted at the discretion of the President . A bonus may be awarded at any time and may be used for a variety of salary adjustments including, but not limited to the following:

- a. Performance recognition of a bargaining unit employee shall be in the form of a bonus, of no more than the equivalent of an annual salary increase of five percent (5%) in the case of bargaining unit members who have reached the top of his/her classification salary range or sub-range in the salary schedule in Appendix E. These bonuses shall be from campus funds.
- b. A recruitment bonus may be offered to a candidate as an inducement to commit to employment with the CSU . If the candidate does not complete the probationary period , the bonus must be returned to the CSU.
- c. A retention bonus may be awarded to an employee for staying with the CSU and who is in a position in a classification that is critical to the ongoing operations of the CSU, is in short supply in the labor market, and is a difficult to recruit for classification. The requirements for the retention bonus must be in writing. The minimum time period that an employee must commit to stay with the CSU in order to receive a retention bonus is twelve (12) months.

- d. A critical skills bonus may be awarded to an employee who possesses and uses skills that are necessary and critical to the ongoing operations of the CSU . The employee must be actively using the skills in order to receive the bonus.
- e. An individual or group performance bonus may be awarded for exceptional performance. The performance criteria must be in writing and generally must be made known prior to the performance period.
- f. The decision of the President , made in accordance with this provision, regarding the award of a bonus shall be final and shall not be subject to Article 7, Grievance Procedure.
- g. The bonuses in sub-provisions (a) through (e) shall be campus funded.

20.27

For non-exempt employee s, all bonus awards must be based on a percentage of the annual gross salary.

In Range Progression

20.28

An increase within a salary range for a single classification or within a sub-range of a classification with skill level s is referred to as an In-Range Progression. When the President, the President's designee, or appropriate administrator determines that an in range progression should occur, the salary shall increase by at least two and one-half percent (2.5%).

Salaries for Classifications with Skill Levels and Sub-ranges

20.29

The following provisions shall apply to employees appointed or assigned to classifications with skill level s and sub-ranges:

- a. Within each salary range for such a classification , sub-ranges with specified minimum and maximum rates are defined for each skill level .
- b. Employees shall be appointed or assigned by the President to a salary within a sub-range for the applicable skill level within the classification based on the requirements of the position and an assessment of the employee 's qualifications and skills by the President. This provision shall not be subject to the grievance procedure .

Salary Stipends

20.30

An employee shall receive a monthly salary stipend when assigned by an appropriate administrator to temporary project coordination or lead work functions. These supplemental work assignments are to be made in writing and must have a specific beginning and ending date.

- a. The stipend is paid on a month to month basis for the duration of the work assignment.

- b. The stipend shall not exceed ten percent (10%) of the base monthly salary rate to be paid on a monthly basis.
- c. The decision of the appropriate administrator , made in accordance with this article, regarding the supplemental assignment of temporary lead work or project coordination functions shall be final and shall not be subject to Article 7, Grievance Procedure.

Red Circle Rates

20.31

A red circle rate is a salary rate above the maximum of the salary range for a class or sub-range for a skill level which may be granted by the President when an employee moves to a class or skill level with a lower salary range.

20.32

An employee whose class is abolished and who moves to a class or skill level with a lower salary range as a result of implementation of a new classification shall be granted a red circle rate .

20.33

If a red circle rate is granted, the employee shall retain the salary currently being paid (or a lesser salary rate up to twenty-five percent (25%) above the maximum salary rate of the lower class or skill level) and shall remain at that salary rate until the maximum salary rate of the lower class or skill level equals or exceeds the red circle salary rate or until the authorized time period for maintaining the red circle salary rate expires, whichever occurs first.

20.34

During the period of time an employee 's salary remains above the maximum salary rate for the class, the employee shall not receive further salary increases, including Merit Salary Increases or General Salary Increase s, except in cases of promotion while on a red circle rate.

20.35

Red circle rates shall not exceed twenty-five percent (25%) above the maximum of the salary range of the class or skill level to which the employee is moving. An employee may retain a red circle rate for up to five (5) years.

20.36

Red circle rates shall not be authorized for an employee when:

- a. an employee, for personal convenience, requests voluntary demotion;
- b. an employee is demoted for cause other than for medical reasons.

20.37

An employee who was compensated at a salary rate above the maximum prior to a permanent separation will not be entitled to a red circle rate upon his/her return to work. Also, the authorization for a red circle rate shall be canceled if the employee refuses a bona fide offer of appointment to a position at the campus in a class or skill level in the same occupational group at a salary level equivalent to the original class or skill level from which the employee was moved.

Emergency Pay

20.38

When the President has declared a state of emergency at a campus, in exchange for the performance of emergency work by bargaining unit employees outside of their normal assignment, and at a time when those employees would, subject to the approval of the University, otherwise have been able to use administrative leave, the following emergency pay will be provided. Non-exempt personnel required to return to work shall receive emergency pay of an additional one-half (1/2) hour for each hour worked up to forty (40) hours per week. Hours worked in addition to forty (40) hours per week shall be paid at time and one-half (the inclusion of the phrase "an additional" is for the purpose of clarification only).

ARTICLE 21 BENEFITS

Health

21.1

Eligible employees and eligible family members as defined by PERS shall continue to receive health benefits offered through the PERS system for the life of this Agreement. Payment for those benefits shall be based on rates established by PERS for participating members. The Employer contribution shall be based on current formula as provided in Government Code Section 22825.1 for fiscal year 2000-2001.

Dental

21.2

For the life of this Agreement, the dental benefits provided by the CSU through the insurer(s) selected by the CSU for its indemnity and prepaid dental plans shall be offered to eligible employees and eligible family members as defined in Provisions 21.4 through 21.7. The CSU Enhanced Level II Indemnity Dental Plan shall be offered to eligible employees and eligible family members. For fiscal year 2000-2001, the Employer's contribution to such plans shall equal one hundred percent (100%) of the basic monthly premium.

Vision Care

21.3

For fiscal year 2000-2001, eligible employees and eligible family members as defined in Provisions 21.4 through 21.7 shall be entitled to receive vision care benefits. Such benefits shall be provided by the CSU through carriers selected by the CSU, and for fiscal year 2000-2001, the CSU hereby agrees the Employer's contribution shall equal one hundred percent (100%) of the basic monthly premium.

Eligibility

21.4

The term "eligible employee (s)" as used in this Article shall mean an employee or employees who are appointed half-time or more for more than six (6) months. Those excluded from dental benefits and vision care benefits include intermittent employees or any employee paid wholly from funds not controlled by the CSU or from revolving or similar funds from which a regular State share payment of the insurance premium cannot be made.

21.5

The term "eligible family member(s)" as used in this Article shall mean the eligible employee's legal spouse, and unmarried children from birth to the end of the month in which the dependent children reach age twenty-three (23). An adopted child, step-child, natural child recognized by the parent, or a child living with the employee in a parent-child relationship who is economically dependent upon the employee is also eligible. A family member who is a disabled child over the age twenty-three (23) may also be enrolled if, at the time of initial enrollment of the employee, satisfactory evidence of such disability is presented to the carrier consistent with the carrier's requirements. Upon attaining age twenty-three (23), a disabled child who is already enrolled may be continued in enrollment if satisfactory evidence of that disability is filed with the carrier in accordance with the carrier's criteria.

21.6

If during the term of this Agreement, legislation is enacted to provide a funded rural health subsidy to eligible CSU employees, the CSU will negotiate the implementation of this benefit.

Health, Dental and Vision Benefits for Domestic Partners of CSU Benefit Eligible Employees

21.7

The parties agree to extend health, dental and vision benefits to domestic partners, as defined pursuant to section 297 et. Seq. of the Family Code, Article 9, section 22867 et. Seq. of the Government Code and section 1261 of the Health and Safety Code, of benefit eligible employees in CSEA-represented bargaining units. The parties further agree that the registration of domestic partners of CSEA-represented benefit eligible employees, and all other procedures and conditions required to receive health benefits, as currently set forth in PERS Circular Letter 600-18, shall also apply to the receipt of dental and vision benefits.

It is further understood and agreed that the parties to this agreement do not intend to waive, and do not waive, their individual and/or collective rights to challenge, including in a court of competent jurisdiction, the propriety and/or legality of PERS regulations as set forth in PERS Circular Letter 600-18. If said PERS regulations are revised, Circular Letter 600-18 regulations as amended will continue to control the implementation of health, dental and vision benefits for the domestic partners of CSEA-represented benefit eligible employees. Any such changes involving mandatory bargaining subjects under HEERA shall be subject to negotiation upon 30-day notice by a party to this agreement.

Non-Industrial Disability Insurance

21.8

The maximum weekly payment for eligible employees shall be two hundred fifty dollars (\$250.00).

403 (b) Plan

21.9

All members of CSEA-represented bargaining units shall be eligible to participate in tax-sheltered annuity programs in accordance with the regulations and procedures as established by the CSU and according to IRS regulations.

Information Regarding Benefits

21.10

The campus Human Resources Office shall provide information concerning an individual employee's rights under NDI, IDL, Temporary Disability, Social Security and/or PERS retirement

options. Upon written request, an employee shall be granted an appointment , during work time, for the purpose of discussing such rights.

Travel Reimbursement

21.11

Employee expenses incurred as a result of travel on official CSU business shall be reimbursed in accordance with CSU travel regulations.

Parking

21.12

Employees wishing to park at any CSU facility shall pay the parking fee in accordance with CSU campus policy. Effective July 1, 2000, parking for CSEA-represented employees at Sonoma shall increase by no more than two dollars (\$2.00) per month. During fiscal year 2000/2001 there shall be no other parking fee increases. The CSU shall provide payroll deductions for this purpose.

Uniform Reimbursement

21.13

Employees in classification codes 8351 (Parking Officer), 8352 (Campus Guard), 8353 (Supervising Parking Officer), 8980 (Campus Fire Apparatus Engineer), and 8981 (Supervising Campus Fire Apparatus Engineer), who are required to wear an official uniform, shall be reimbursed actual costs up to three hundred fifty dollars (\$350.00) per calendar year for the replacement and maintenance of uniforms, subject to CSU accountable plan regulations. Such employees shall be responsible for the purchase and maintenance of uniforms for employment.

21.14

All employees in Class Code 8349 (Public Safety Dispatcher) appointed in excess of six (6) months who are required to wear a uniform as a condition of employment shall be reimbursed actual costs for replacement and maintenance up to two hundred dollars (\$200), subject to CSU accountable plan regulations.

21.15

Uniform reimbursements shall be excluded from the Public Employees' Retirement Plan's definition of compensation.

21.16

All deductions from the lump-sum payment for uniform reimbursement shall be in accordance with state and federal law.

21.17

Employees may submit reimbursement claims up to the annual maximum as stated in 21.13 and 21.14 for uniform replacement and maintenance costs on a monthly basis. Reimbursements will be processed in accordance with campus accounting procedures. No employee shall be required to expend more than the amount indicated in Provisions 21.13 and 21.14 above on the replacement and maintenance of uniforms in a calendar year .

21.18

When the CSU provides a uniform to the employee , the employee is required to wear that uniform. The CSU will provide a reasonable number of uniforms.

Employee Assistance Programs

21.19

The CSU shall continue the existing Employee Assistance Program at each campus. Records pertaining to an employee 's participation in the Employee Assistance Program shall remain confidential .

Upon approval, an employee undergoing treatment may use accrued sick leave, CTO, and vacation leave credits for such a purpose. Leaves of absence without pay may be granted by the President upon the recommendation of the Employee Assistance Program Coordinator if all sick leave, holiday credits, vacation and CTO have been exhausted and the employee is not eligible to use Industrial Disability Leave or Non-Industrial Disability Insurance Leave.

The President may elect to defer further or pending disciplinary action until the completion of the rehabilitation program and a reasonable period of time after the employee has returned to work. At the end of this reasonable period, the decision to impose discipline will be reevaluated.

Dependent Care Reimbursement

21.20

All bargaining unit employees shall be entitled to participate in the CSU Dependent Care Reimbursement Program . The terms of this program shall be determined by the CSU and IRS regulations. All administrative costs for participation shall be paid by participating employees.

Retirement

21.21

Eligible employees shall be included in the "State Peace Officer/Firefighter Member" membership category under PERS as provided in Government Code Section 20396.

Enhanced 1959 Survivors Benefit

21.22

Eligible employees as defined under the Public Employees' Retirement System shall receive the improved 1959 Survivors Benefit as provided for in Government Code Section 21573. Bargaining unit employees shall pay a premium of two dollars (\$2.00) per month for this benefit. All monthly premiums in excess of the employee contribution shall be paid by the CSU .

Dependent Care

21.23

The CSU recognizes the importance of child care , elder care, and disabled dependent care needs to bargaining unit employees. Employees may participate in childcare programs in accordance with existing campus and systemwide policies . At an employee 's request, he/she may participate in a flex-time program, upon verification of his/her dependent care needs. The appropriate administrator shall give consideration to an employee's child care, elder care, and disabled dependent care needs when an involuntary work schedule change is to be made. The decision of the appropriate administrator regarding

voluntary and involuntary work schedule changes, including participation in flex-time programs, made pursuant to this provision, shall be final and shall not be subject to Article 7, Grievance Procedure.

Health Premium Conversion Program (TAPP)

21.24

All eligible employees who contribute toward health benefits pursuant to Provision 21.1 shall be entitled to participate in the CSU Health Premium Conversion Program. The terms of this program shall be determined by the CSU. All administrative costs for participation shall be paid by the participating employees.

FlexCash Plan

21.25

All employees eligible for health and dental insurance, pursuant to this Article, shall be entitled to participate in the CSU FlexCash Plan. A participating employee may waive health and/or dental insurance coverage in exchange for the following monthly payments:

1. Waive medical & dental \$140 per month
2. Waive medical only \$128 per month
3. Waive dental only \$ 12 per month

In order to participate in the Plan, an employee will be required to request participation and certify that he/she has alternate non-CSU coverage in the insurance being waived. The terms of this Plan shall be determined by the CSU . All administrative costs for participation shall be paid by the participating employees.

Part-Time Employees Retirement Plan

21.26

Part-time, seasonal, temporary and intermittent employees who do not otherwise participate in the Public Employees Retirement System will be included in the University of California Defined Contribution Plan, a FICA-Safe Harbor Plan, in accordance with the regulations under section 3121(b)(7)(f) of the Internal Revenue Code. The total cost of the plan will be paid by participating employees in the form of a seven and one-half percent (7.5%) pretax reduction, in accordance with section 414(h) of the Internal Revenue Code, from a participating employee 's covered wages each pay period. There shall be no cost to the CSU .

The CSEA shall receive appropriate advance notice of any change to this Plan. In the case of termination of the Plan or revision of the employees' contribution rate, the CSEA shall receive appropriate advance notice and the parties will meet and confer over the impact of such termination or revision.

Golden Handshake

21.26

If, during the life of this Agreement , the Office of the Governor and the Department of Finance advise the CSU of the availability of the early retirement program (so-called "Golden Handshake") for CSEA-represented employees, the University agrees to notify the Union and, upon written request from the Union, to meet and confer regarding said availability.

ARTICLE 22

PROFESSIONAL DEVELOPMENT

General Training and Development

22.1

An employee may submit a request for training and development to the appropriate administrator. Such a request may include, but is not limited to, release time with pay, flexible working hours, tuition, and travel. If such a request is denied by the appropriate administrator, such denial shall be in writing.

22.2

When an employee is required by an appropriate administrator to take work-related training, the employee shall be granted release time for such training if it occurs during working hours. When an employee is required by an appropriate administrator to take work-related training during non-working hours, the employee shall be granted overtime pay or compensating time off subject to Article 19, Overtime. For the purposes of this Article, overtime shall include authorized time spent in travel. Appropriate costs for such training shall be borne by the CSU.

Employees shall be provided necessary training appropriate to any newly assigned job duties or equipment as determined by the appropriate administrator.

22.3

Based on the operational needs of the campus and the requirements of the position, the appropriate administrator may approve requests for participation in continuing education activities necessary to maintain licenses or certificates required by the State of California or other licensing agencies.

Training Opportunities

22.4

An eligible employee shall be granted release time for the purpose of taking examinations to maintain a specialized license required by the CSU, except for a DMV Class C operator license.

22.5

A permanent employee may request at the Human Resources Office or be offered the opportunity for a temporary assignment in a higher level position on a training basis. Such requests shall follow procedures outlined in Provisions 22.18, 22.19, 22.20 and 22.23.

22.6

An employee serving on such a temporary assignment shall be compensated as provided for in Provision 17.3, Article 17, Assignment/Reassignment.

22.7

Upon request, an employee serving on such a temporary assignment shall be provided with a letter of verification of such service. A copy of such a verification letter shall be placed in the personnel file of the employee.

22.8

At the end of the temporary assignment, the employee shall be returned to his/her permanent assignment with the same status as he/she would have had if he/she had not been granted the temporary assignment.

Training Proposals

22.9

Employees or the Union may prepare and present training proposals for bargaining unit employees. Such proposals may be submitted to the Human Resources Office.

22.10

The appropriate administrator(s) shall consider any training proposal(s).

22.11

Upon request of the Union, the appropriate administrator(s) shall meet with the Union and a reasonable number of affected employees to discuss the training proposals. Such a meeting shall be held at a time and place mutually agreeable to the appropriate administrator and the Union.

22.12

The appropriate administrator shall respond in writing to the Union regarding the training proposal.

Employee Development

22.13

An employee wishing to pursue educational goals may, with the guidance and support of his/her immediate non-bargaining unit supervisor and in consultation with the Human Resources Office, formally develop and obtain approval of a career development program. This program shall include attainment of a certificate, an associate degree, an undergraduate degree, a graduate degree or other achievement appropriate for the employee's professional growth.

22.14

Upon successful completion of the formally developed and approved career development program, the employee may request a temporary training assignment consistent with a logical evolution of the career development program and the goals, objectives and opportunities available at his/her current campus.

- a. The employee request shall be made to the campus Human Resources Office no later than one hundred twenty (120) days following completion of the career development program. Only three (3) such request(s) may be made by an employee for a temporary training assignment and must be made within the time allotted.
- b. The request(s) shall be in writing and shall include a detailed description of the type of temporary training assignment preferred, the objective of the training, and in which division/unit the training could be provided.
- c. The employee shall provide a current, detailed resume.
- d. The employee shall provide, in writing, a detailed description of the new skills, abilities, knowledge and information which were obtained in the course of the career development program and explain how they relate to a requested temporary training assignment.

22.15

Within twenty-one (21) days after receipt of the written materials, a representative of the campus Human Resources Office shall contact the employee to schedule a meeting. At this meeting, the employee shall discuss his/her request. An appropriate administrator in the Human Resources Office will provide information to the employee, as appropriate, with respect to the requirements of positions contained in the CSU's Classification and Qualification Standards, and to advise the employee as to the likelihood of a suitable position becoming available on campus.

22.16

The granting of a temporary training assignment request will be dependent upon the campus' ability to arrange a training opportunity and, if applicable, provide coverage in the employee's work area while he/she is away.

22.17

Within ninety (90) days of the meeting, the appropriate administrator in the Human Resources Office shall meet with the employee to discuss the feasibility of arranging a training assignment. If arrangements for a temporary training assignment cannot be made within the ninety (90) day period, the appropriate administrator shall continue to discuss such arrangements with campus departments and periodically inform the employee of his/her progress.

22.18

When arrangements for a temporary training assignment are completed, the appropriate administrator in the Human Resources Office shall meet again with the employee and provide written notice to the employee of the details of the temporary training assignment including, but not limited to:

- a. notification of the duration and beginning and ending dates of the assignment;
- b. the location of the temporary assignment;
- c. a position description outlining the major responsibilities of the temporary assignment;
- d. the salary assigned to the temporary assignment;
- e. the name and title of the immediate supervisor to whom the employee will be assigned during the temporary training assignment; and
- f. an outline of the training experience and the objectives and performance expectations developed for the training assignment.

22.19

The duration of the temporary training assignment shall be no less than three (3) months and no more than eleven (11) months.

22.20

The employee shall receive written evaluations of his/her work at least every two (2) months and at the conclusion of the temporary training assignment. Copies of these evaluations shall be placed in the employee's personnel file.

22.21

At the end of the temporary training assignment, the employee shall be returned to his/her former position and at the former salary, in addition to any approved salary adjustments.

22.22

The position classification of the temporary training assignment shall be based upon a classification review of the temporary training assignment. Appointment to a temporary training assignment shall be made at a salary at least equal to the employee's current salary, but no more than five percent (5%) above it.

22.23

Upon successful completion of a temporary training assignment, the employee may request, according to procedures applicable at his/her campus, to be interviewed for announced vacancies whose job content is comparable to the temporary training assignment. Determination of comparability shall rest with the Human Resources Office. A request for an interview shall not be unreasonably denied.

In-Classification/In-Range Progression

22.24

An employee seeking a temporary training assignment for the purposes of attaining additional skills for a specific classification or skill level may make a request in accordance with the provision of this Article.

Fee Waiver

22.25

The appropriate administrator shall approve requests from all full-time employees and part-time permanent employees for enrollment in the CSU fee waiver program subject to the provisions of this Article.

22.26

A maximum of two (2) courses or six (6) units, whichever is greater, per semester/quarter (exclusive of courses in self-support programs) may be taken on the fee waiver program, provided that the CSU admission requirements shall be met, waived, or are non-applicable. Courses taken on the fee waiver program shall be taken for credit.

22.27

Fee waiver courses shall be job-related or part of the approved Career Development Plan. The course of study for a Career Development Plan will be established by the employee and an appropriate advisor of choice and shall be subject to approval by the appropriate administrator in the Human Resources Office. The CSU admission requirements shall be met or waived for an approved Career Development Plan. The CSU admission requirements shall not apply for job-related courses.

22.28

Subject to conditions listed in a. and b. below, an employee shall be granted reasonable release time for one (1) on-campus course per semester/quarter. An employee at the Chancellor's Office shall be granted an amount of time during working hours equal to actual class time.

- a. The course shall be job-related or shall be part of an approved Career Development Plan.
- b. The operational needs of the department are met as determined by the appropriate administrator.

22.29

Employees on a leave of absence who otherwise are eligible to request a fee waiver may request fee waiver for enrollment in more than two (2) courses per semester/quarter.

22.30

In order for an employee to continue participation in this program, normal academic standards shall be maintained.

22.31

A record of completed courses may be placed in the employee's official personnel file.

22.32

The term "fee waiver" as used in this Article means a program that waives or reduces fees as listed below:

The following fees shall be fully waived:

- Application Fee
- Student Service Fee
- Identification Card Fee
- Instructionally Related Activity Fee

The following fees shall be reduced to one dollar (\$1):

- Student Body Association Fee
- Student Union Fee
- Health Facilities Fee

The State University Fee shall be waived for the units of courses taken in the CSU fee waiver program.

Employees taking courses in addition to the CSU fee waiver courses shall pay any difference between the amount waived and the full State University Fee.

Continuing Education - Unit 2

22.33

Continuing education training shall be required training of direct benefit to the campus.

22.34

An eligible employee may request approval to participate in continuing education activities in accordance with campus procedures.

22.35

The President may approve requests for participation in continuing education activities from eligible full-time employees for up to thirty-two (32) hours per calendar year. Employees working less than full-time shall be eligible for continuing education on a pro rata share. Such requests shall not be unreasonably denied. Any denial shall be within seven (7) days of the employee's written request.

The above notwithstanding, the appropriate administrator may grant additional release time for continuing education activities at the request of the employee. Such requests shall be carefully considered.

22.36

In cases where a total of thirty-two (32) hours participation in required continuing education activities are not approved by the President in a calendar year, presidential approval may be granted in the calendar year immediately following, for a maximum of forty-eight (48) hours, less any time approved in the preceding year.

22.37

Approval for participation in continuing education programs and activities shall be based on the following considerations:

- a. staffing needs of the Student Health Center;
- b. reasonable expectation that the employee's work performance or value to the campus will be enhanced as a result of his/her participation in the course of study; and
- c. requirements for continuing education.

22.38

The request for approval to attend required continuing education activities shall be made at least fourteen (14) days prior to an employee's anticipated absence.

22.39

The President shall determine what costs, if any, shall be borne by the campus in connection with required continuing education activities. Time as provided in this Article spent in continuing education activities during regularly scheduled work hours shall be counted as worktime.

Attendance at continuing education activities outside of regular work hours shall not be supported by the CSU.

ARTICLE 23 HEALTH AND SAFETY

23.1

The CSU recognizes the importance of procedures for the protection of health and safety of employees and shall endeavor to maintain such conditions conducive to the health and safety of the employees. In the event of earthquake, other natural disasters, or a state of emergency declared by a President, the CSU shall endeavor to take necessary health and safety measures as required. At an appropriate time, the CSU agrees to meet with the Union to review such measures taken during an earthquake or other natural disaster.

23.2

Safety equipment and protective safety clothing shall be provided and maintained, when it is deemed necessary by the President to maintain safe and healthful conditions. Such equipment and clothing shall include, but shall not be limited to, safety glasses, ear plugs or other ear coverings, lab coats, smocks, and steel-toed boots and other protective footwear.

23.3

An employee shall endeavor to maintain safe working conditions and shall adhere to CSU established safety rules, regulations, and practices.

23.4

An employee who observes or detects any safety hazard shall report it first to his/her immediate supervisor or appropriate administrator as soon as possible, and may report it to the Environmental Health and Safety Officer.

23.5

Recommendations and suggestions regarding safety presented by an employee or the Union shall be considered. When such recommendations and suggestions are submitted to the appropriate administrator and to the Environmental Health and Safety Officer in writing, the employee shall receive a response in writing giving the disposition of such a recommendation or suggestion.

23.6

When an employee in good faith believes that he/she is being required to work under unhealthy or unsafe conditions, he/she shall notify the appropriate administrator. The appropriate administrator shall investigate as soon as possible the alleged unhealthy or unsafe conditions and shall immediately communicate with the employee as to the results of such an investigation and, if deemed necessary, the steps that shall be taken to correct the condition.

23.7

An employee may request a temporary reassignment when he/she believes in good faith that his/her present assignment presents a clear danger to his/her health and safety. The appropriate administrator shall promptly respond to such a request. Such a request shall not be unreasonably denied during the preliminary aspect of any investigation. If such an unsafe or unhealthy condition is found during such an investigation, the temporary reassignment shall continue until a remedy is implemented. If, after the remedy is implemented, the employee still believes the unsafe or unhealthy condition exists, he/she may contact the Environmental Health and Safety Officer. The Environmental Health and Safety Officer shall respond to the employee as soon as possible.

23.8

One campus employee from bargaining units 2, 5, 7, and 9 shall be designated by CSEA to represent the safety interests of employees in these bargaining units. The names of these individuals shall be provided in writing to the President. Such representation shall be by membership on the existing campus-wide safety committee. Such a representative may submit agenda items related to health and safety. Topics may include, but shall not be limited to, the use of video display terminals (VDTs) and other appropriate safety matters. This provision shall not preclude other bargaining unit employees from serving on the campus-wide safety committee when appointed by means other than those provided in this provision. Where there is no existing campus-wide safety committee, the designated unit representative(s) may meet with the Environmental Health and Safety Officer in order to address issues of health and safety affecting their units.

23.9

There shall be a campus Plant Operations Safety Committee which shall meet at regularly scheduled times during normal business hours. A reasonable number of employee representatives appointed by the Union shall serve as committee members. Committee members may place items related to health and safety on the agenda for such committee meetings. Recommendations and suggestions regarding safety as submitted in accordance with Provision 23.5 are appropriate as an agenda item for such committee meetings.

23.10

When available, upon the Union's written request, the Employer shall furnish campus disaster plans and the Material Safety Data Sheets on hazardous substances used by unit employees. Where available, other similar information, such as an Injury and Illness Prevention Program, shall be provided to the Union or an employee, upon written request and within the requirements of the law.

23.11

As deemed necessary by the President, the CSU shall provide safety training and instruction to minimize illness or injury to employees.

ARTICLE 24 LAYOFF

Determination

24.1

On a campus when the Employer determines that a layoff is necessary because of a lack of work or lack of funds, the following procedures shall apply.

Union Notice

24.2

When the CSU determines that there is a need for implementation of any procedures outlined in this Article, the CSU agrees to immediately notify the Union. The Union may submit a written request to the Office of the Chancellor to meet and confer with the Union on the bargaining unit impact.

Order of Layoff

24.3

Layoff shall be within classifications determined by the President. For classifications with skill levels, layoff shall be within skill level determined by the President. Twelve (12) month, 11/12 month, 10/12 month and academic year positions with the same class title shall, for the purposes of layoff, be considered a single classification. The order of layoff shall be:

- a. first, temporary and probationary employees; and
- b. last, permanent employees.

Temporary and probationary employees in a classification shall be separated or laid off before permanent employees in the same classification. Non-reappointment of a temporary employee does not constitute a layoff. For classifications with skill levels, temporary and probationary employees shall be separated or laid off before permanent employees in the same skill level.

Temporary and Probationary Employees

24.4

The President shall establish the order of layoff for temporary and probationary employees in a classification or in a skill level within a classification by considering only the following factors:

- a. merit and competency in relation to program need; and
- b. affirmative action needs of the campus.

Permanent Employees

24.5

The President shall establish the order of layoff for permanent employees in a classification in reverse order of seniority. For employees in classifications with skill levels, the President shall establish the order of layoff for permanent employees in a skill level in reverse order of seniority.

24.6

An employee who possesses documentable specialized skills that are needed for the program, not possessed by other employees in classification(s), or skill levels within classifications, undergoing layoff, may be excluded by the President from the layoff list.

Computation of Seniority Points for Permanent Employees

24.7

All seniority points calculated for and earned by permanent employees prior to June 30, 1983, shall remain unchanged. Such seniority points shall serve as the base to which additional seniority points, computed for and earned pursuant to the terms of this Agreement, shall be added. Seniority points for each campus shall be calculated by the campus and provided to the Union by the Office of the Chancellor two (2) times per year upon written request by the Union and when the CSU determines that a layoff is necessary.

24.8

Full-time permanent employees shall earn one (1) seniority point of service credit in a given class, or skill level within a class, for each qualifying month of employment. Part-time employees holding permanent status shall earn seniority points proportional to the timebase served.

24.9

For the purpose of computing permanent employee seniority credit, length of service includes continuous time served as a temporary, probationary or permanent employee and is counted from the date of appointment to the current class held, or current skill level held within the classification, consistent with Provision 24.10 below, plus any service in all classes or skill levels of equal or higher rank on the campus, including time spent in non-CSEA classifications, which has not been interrupted by a permanent separation.

24.10

Seniority credit is counted from the first calendar month of appointment to the current classification, or skill level within a classification held, or upon the return from leave without pay status (when such leave does not count for seniority credit pursuant to Provision 24.12), if the appointment or return date is on or before the fifteenth (15th) calendar day of that month. Seniority credit is counted from the second calendar month of appointment to the current classification or skill level within a classification held, or upon the return from leave without pay status (when such leave does not count for seniority credit pursuant to Provision 24.12), if the appointment or return date in the first calendar month is after the fifteenth (15th) calendar day in that month.

24.11

Seniority credit upon separation from a classification, or from a skill level within a classification, or upon the commencement of leave without pay status (when such leave does not count for seniority credit pursuant to Provision 24.12), shall terminate effective the end of the calendar month preceding the date of separation or leave if the date of separation is on or before the fifteenth (15th) calendar day of the month of separation. Seniority credit upon separation from a classification, or from a skill level within a classification, or upon the commencement of leave without pay status (when such leave does not count for seniority credit pursuant to Provision 24.12), shall extend until the end of the calendar month of separation or leave if the date of separation is after the fifteenth (15th) calendar day of the month of separation.

24.12

All time spent in family care, military, disability, loan of an employee to another governmental agency or leave with pay status shall count toward the accumulation of seniority points. All other time spent in leave without pay status, as well as periods of suspension without pay, shall not count toward the accumulation of seniority points, however, such time shall not constitute a break in continuous service.

24.13

For all permanent ten (10) month employees, one (1) point shall be credited for each month of the ten (10) months of employment. Those full-time, permanent employees participating in the 10/12, 11/12 or academic pay plan shall receive one (1) point of credited service for each of the twelve (12) months.

24.14

In no case shall a permanent employee earn more than twelve (12) seniority points per year.

24.15

In the event a class is abolished or the use of the class restricted and a new class established in its place, all time served in the prior comparable class shall be counted as service in the new class.

24.16

The term "class of equal rank" as used in this Article shall mean a class, or skill level within a class, which has a maximum salary of not more than one-half (1/2) step or approximately two and one-half percent (2 1/2%) above or below the maximum salary of the employee's current class, or skill level within a class.

24.17

The term "class of higher rank" as used in this Article shall mean a class, or skill level within a class, which has a maximum salary of more than one-half (1/2) step or approximately two and one-half percent (2 1/2%) above the maximum salary of the employee's current class, or skill level within a class.

Tie-Breaking in the Order of Layoff

24.18

A tie exists when two (2) or more permanent employees in a classification, or skill level within a classification, undergoing layoff have the same number of seniority points.

24.19

The President shall break ties in establishing the layoff order of permanent employees by considering only the following factors:

- a. specialized skills and competencies of the employee;
- b. documented meritorious service by the employee; and
- c. affirmative action needs of the campus.

Employee Notice of Layoff

24.20

A temporary or probationary employee who is to be laid off shall receive notice of such layoff from the President no later than forty-five (45) days before the effective date of layoff.

24.21

A permanent employee who is to be laid off shall receive notice of such layoff from the President no later than sixty (60) days prior to the effective date of layoff. Such notice shall be in writing and mailed by certified mail, return receipt requested, to the employee's last known address.

Employee Options in Lieu of Layoff

24.22

A permanent employee who has received a notice of layoff may exercise his/her right to elect transfer to any vacancy for which he/she is currently qualified. Such qualification shall be determined in the normal manner. When two (2) or more such permanent employees elect transfer to the same vacancy in accordance with this provision, the President may select the employee to be transferred on the basis of merit.

24.23

A permanent or probationary employee who has received a notice of layoff may elect to be transferred or demoted to any classification, or skill level within a classification, in which he/she has served as a permanent employee during the period preceding the layoff, provided there has been no break in service.

24.24

A permanent employee at the Chancellor's Office who has received a layoff notice shall have retreat rights to his/her former campus if he/she had gained permanency at that campus. Such retreat rights exist only if the employee's appointment at the Chancellor's Office was immediately after separation from the campus.

24.25

If an employee elects a demotion in lieu of layoff, his/her salary shall be red circled in accordance with the red circle rate provisions in Article 20, Salary.

24.26

In order to elect the options in Provisions 24.22-24.25 above, an employee must notify the campus Human Resources Office in writing of his/her election not later than thirty (30) days after receiving the notice of layoff.

24.27

An employee replaced by the demotion or transfer of an employee who has received a notice of layoff shall have the same rights as outlined in Provisions 24.22-24.25 above of this Article.

Reemployment Rights/Opportunities

24.28

The President shall enter the names of laid-off permanent employees on a reemployment list by class, or by skill level within a classification, in order of seniority. An employee's name shall remain on the reemployment list until he/she returns to a position in the same class, or skill level within a classification, held at the time of layoff and at the same timebase as previously held. In no case shall a name remain on the reemployment list for more than five (5) years.

24.29

Position vacancies in a class, or skill level within a classification, for which there are names of qualified individuals on the reemployment list shall not be filled without first making an offer of reemployment to those on this list. If an individual on the reemployment list declines two (2) such offers, he/she waives his/her reemployment rights. An individual on a reemployment list may request inactive status for up to one (1) year.

24.30

An employee reemployed under the conditions of this Article shall retain permanent status rights, service credit (subject to Public Employees' Retirement System (PERS) regulations), salary steps, sick leave, and seniority credits he/she held at the date of layoff.

24.31

The CSU shall provide a job clearinghouse to advise and inform employees in classifications, or skill levels within classifications, undergoing layoff of employment opportunities at other campuses.

The services of the clearinghouse shall be available upon request to permanent employees in receipt of notice of layoff or former permanent employees on a reemployment list. A campus may not fill a vacancy without ascertaining whether such an employee or former employee has applied.

If such an employee has applied for a vacancy, his/her application shall be considered.

Voluntary Programs to Avoid Layoff

24.32

At least sixty (60) days prior to the effective date of a layoff, the President shall make available voluntary programs to avoid layoff.

24.33

Such programs shall include, but shall not be limited to:

- a. a voluntary reduced worktime program;

A voluntary reduced worktime program may reduce the time worked by an employee within the workweek or within the workyear. The 10/12 or 11/12 pay plan as provided for in this Agreement shall be considered a voluntary reduced worktime program. Prior to a layoff, the President shall extend the provisions of the 10/12 or 11/12 pay plan (Article 20, Salary, Provisions 20.12 through 20.22) to employees in classifications undergoing layoff and may extend the provisions of the 10/12 or 11/12 pay plan to employees in classifications not otherwise eligible.

- b. leaves of absence without pay in accordance with Article 16, Leaves of Absence Without Pay, of this Agreement.

ARTICLE 25

DURATION AND IMPLEMENTATION

25.1

Except as provided below, this Agreement shall become effective on July 1, 1999, provided that ratification is accomplished by both parties on or before September 8, 1999, at the Board of Trustees meeting and shall remain in effect up to and including June 30, 2001.

25.2

The provisions of Article 20, Salary, shall be implemented as indicated in that article.

25.3

Negotiations for a successor agreement shall commence when one of the parties delivers to the other its proposals in writing no earlier than December 1 and no later than January 1 immediately preceding the expiration date of this Agreement.

25.4

For fiscal year 2000/2001 either party may reopen for the purpose of negotiations, subject to the public notice provisions of HEERA, Article 20, Salary, and/or Article 21, Benefits. The party seeking to reopen either Article referred to herein must deliver to the other party its proposals in writing no earlier than December 1 and no later than January 1 in the fiscal year in which negotiation of the article(s) is desired.

25.5

Any term of this Agreement which is deemed by the Employer to carry an economic cost shall not be implemented until the Employer determines that the amount required therefore has been appropriated and makes such amount available for expenditure for such purpose. If the Employer determines that less than the amount needed to implement this Agreement, or any provision herein, has been appropriated to implement this Agreement or any provision herein, the term(s) of this Agreement deemed by the CSU to carry economic cost shall automatically be subject to the meet and confer process.

Unit Salary Schedules

ARTICLE A
INCLUDED CLASSIFICATIONS

Unit 2

Class
Code Classification Title

1140 Health Record Technician
7926 Clinical Laboratory Technologist II
7927 Clinical Laboratory Technologist I
7976 Speech Pathologist
7980 Physical Therapist I
7981 Physical Therapist II
7988 Radiation Protection Specialist
7991 Pharmacist - 10-month
7992 Pharmacist - 12-month
7995 Radiologic Technologist I
7996 Radiologic Technologist II
8005 Sanitarian II
8130 Nutritionist
8134 Licensed Vocational Nurse
8135 Clinical Aid I
8136 Clinical Aid II
8145 Health Education Assistant
8147 Health Educator
8150 Registered Nurse I - 10-month
8151 Registered Nurse I - 12-month
8153 Registered Nurse II - 10-month
8154 Registered Nurse II - 12-month
8156 Registered Nurse III - 10-month
8157 Registered Nurse III - 12-month
8165 Nurse Practitioner - 10-month
8166 Nurse Practitioner - 12-month

Unit 5

Class
Code Classification Title

0104 Maintenance and Laborer Trainee
0304 Cook I
0305 Cook II
0306 Cook I - Lead
0307 Cook II - Lead
0308 Food Service Worker I
0309 Food Service Worker II
0310 Food Service Worker I - Lead
0311 Food Service Worker II - Lead
0726 Lead Groundswoker
0731 Groundswoker
0733 Groundswoker Trainee
0735 Irrigation Specialist
0739 Pest Control and Spray Specialist
0743 Gardener
0745 Gardening Specialist

0746 Tree Trimmer I
0748 Tree Trimmer II
1508 Warehouse Worker
2010 Custodian
2013 Window Cleaner
2015 Lead Custodian
6223 Laborer
6363 Light Automotive Equipment Operator
6366 Heavy Equipment Operator/Bus Driver
6367 Heavy Construction Equipment Operator
6385 Farm Maintenance and Operations Worker

Unit 7

Class

Code Classification Title

1030 Administrative Support Assistant 10/12
1031 Administrative Support Assistant 11/12
1032 Administrative Support Assistant 12 month
1033 Administrative Support Coordinator 10/12
1034 Administrative Support Coordinator 11/12
1035 Administrative Support Coordinator 12 month
1099 Payroll Technician Trainee
1100 Payroll Technician I
1101 Payroll Technician II
1102 Payroll Technician III
1120 Clerical Trainee
1135 Purchasing Agent
1142 Medical Secretary
1144 Medical Transcriber
1160 Editorial Aid
1408 Power Keyboard Operator Trainee
1409 Power Keyboard Operator
1413 Graphics Specialist I
1414 Graphics Specialist II, Graphics Art/Technical
1415 Lead Graphics Specialist
1416 Senior Data Entry Operator
1418 Data Entry Operator
1421 Data Entry Operator Trainee
1424 Micrographics Technician Trainee
1426 Micrographics Technician
1428 Supervising Micrographics Technician I
1430 Supervising Micrographics Technician II
1450 Duplicating Machine Operator I
1464 Duplicating Machine Supervisor I
1466 Duplicating Machine Operator II, Offset
1467 Duplicating Machine Operator II, Direct Impression
1471 Reproduction Processes Supervisor I
1472 Reproduction Processes Assistant
1502 Shipping & Receiving Assistant I
1504 Mail Services Supervisor I
1505 Mail Clerk
1506 Storekeeper I
1509 Stock Clerk
1549 Property Clerk II

1550 Property Clerk I
1553 Inventory Clerk
1628 Supervising Telephone Operator
1635 Telephone Operator
1690 Senior Cashier-Clerk
1693 Assistant Cashier-Clerk
1727 Supervising Account Clerk I
1730 Accounting Technician I
1733 Accounting Clerk
1740 Accounting Technician III
1741 Accounting Technician II
1757 Collections Representative Trainee
1758 Collections Representative I
1759 Collections Representative II
1927 Data Control Technician
1928 Senior Data Control Technician
2898 Book Repairer II
2899 Book Repairer I
2904 Library Assistant Trainee
2905 Library Assistant II
2906 Library Assistant I
2907 Library Assistant III
2908 Library Assistant IV
2935 Slide Curator I
2936 Slide Curator II
3022 Drafting Aid
3023 Drafting Technician I
3024 Drafting Technician II
4783 Procurement Assistant
4790 Buyer Trainee
4791 Buyer I
4792 Buyer II
4793 Buyer II - Lead
4794 Buyer III
4795 Buyer III - Lead
5210 Health Services Assistant
8341 Parking Garage Supervisor
8349 Public Safety Dispatcher
8351 Parking Officer
8352 Campus Guard
8353 Supervising Parking Officer
9687 Head Resident II
9688 Head Resident I
9692 Dormitory Supervisor

Unit 9

Class

Code Classification Title

0300 CMA Staff Services Analyst
0301 CMA Associate Personnel Analyst
0302 CMA Student Affairs Officer I
0303 CMA Student Affairs Officer II
0400 Analyst/Programmer 12 month

0401 Analyst Programmer 11/12
0402 Analyst/Programmer 10/12
0410 Operating Systems Analyst 12 month
0411 Operating Systems Analyst 11/12
0412 Operating Systems Analyst 10/12
0420 Information Technology Consultant 12 month
0421 Information Technology Consultant 11/12
0422 Information Technology Consultant 10/12
0430 Network Analyst 12 month
0431 Network Analyst 11/12
0432 Network Analyst 10/12
0440 Equipment/Systems Specialist 12 month
0441 Equipment/Systems Specialist 11/12
0442 Equipment/Systems Specialist 10/12
0450 Operations Specialist 12 month
0451 Operations Specialist 11/12
0452 Operations Specialist 10/12
0627 Farm Supervisor I
0638 Farm Laborer
0648 Crop Technician I
0651 Crop Technician II
0663 Livestock Technician I
0666 Livestock Technician II
0670 Animal Health Technician
0687 Feed Mill Operator
0697 Poultry Technician
0703 Nursery Technician II
0706 Nursery Technician I
1036 Administrative Analyst/Specialist 10/12
1037 Administrative Analyst/Specialist 11/12
1038 Administrative Analyst/Specialist 12 month
1513 Athletic Equipment Attendant II
1514 Athletic Equipment Attendant I
1521 Technician Trainee
1577 Instructional Support Assistant I
1578 Instructional Support Assistant II
1579 Instructional Support Assistant III
1615 Instructional Support Technician I
1617 Instructional Support Technician II
1619 Instructional Support Technician III
1762 Accountant I
2572 Space and Facilities Utilization Officer
2844 Photographer II
2845 Photographer I
2866 Accompanist II
2867 Accompanist I
2929 Graphic Artist I
2930 Graphic Artist II
3801 Radiation Safety Officer
3810 Library Serials Editor
4555 Accountant II
5151 Personnel Assistant
5250 Special Assistant, EOP
5255 Administrative Trainee
5284 Associate Budget Analyst
5287 Assistant Budget Analyst

5330 Federal Programs Coordinator
5597 Public Affairs Assistant I
5598 Public Affairs Assistant II
5680 Research Technician III
5681 Research Technician II
5683 Research Technician I
5783 Associate, Academic and Institutional Studies II
5784 Associate, Academic and Institutional Studies I
5787 Associate, Academic and Institutional Studies III
6507 Stage Technician II
6508 Stage Technician I
6514 Costume Technician I
6515 Costume Technician II
6725 Senior Planner/Estimator/Scheduler
6726 Planner/Estimator/Scheduler
6918 Television Engineer
6950 Piano Technician I
6951 Piano Technician II
6960 Fish Hatchery Manager
6970 Diving Safety Officer
7000 Equipment Maintenance Assistant
7001 Equipment Technician I, Mechanical
7002 Equipment Technician I, Electro-Mechanical
7003 Equipment Technician I, Electronic
7004 Equipment Technician I, Specialized Equipment
7011 Equipment Technician II, Mechanical
7012 Equipment Technician II, Electro-Mechanical
7013 Equipment Technician II, Electronic
7014 Equipment Technician II, Specialized Equipment
7021 Equipment Technician III, Mechanical
7022 Equipment Technician III, Electro-Mechanical
7023 Equipment Technician III, Electronic
7024 Equipment Technician III, Specialized Equipment
7125 Media Production Specialist I
7126 Media Production Specialist II
7127 Media Production Specialist III
7165 Interpreter/Transliterator I AY
7166 Interpreter/Transliterator II AY
7167 Lead Interpreter/Transliterator AY
7168 Lead Interpreter/Transliterator
7169 Interpreter/Transliterator II
7170 Interpreter/Transliterator I
7512 Glassblower
7879 Laboratory Assistant II
7888 Laboratory Assistant I
8980 Campus Fire Apparatus Engineer
8981 Supervising Campus Fire Apparatus Engineer

ARTICLE B

LIST OF PER DIEM EMPLOYEES

(See Article 2, Provision 2.10(f). for the definition of per diem employees)

Bargaining Unit 2

7926 Clinical Laboratory Technician II
7927 Clinical Laboratory Technician I
7976 Speech Pathologist
7991 Pharmacist - 10 month
7992 Pharmacist - 12 month
7995 Radiological Technologist I
7996 Radiological Technologist II
8130 Nutritionist
8134 Licensed Vocational Nurse
8150 Registered Nurse I - 10 month
8151 Registered Nurse I - 12 month
8153 Registered Nurse II - 10 month
8154 Registered Nurse II - 12 month
8156 Registered Nurse III - 10 month
8157 Registered Nurse III - 12 month
8165 Nurse Practitioner - 10 month
8166 Nurse Practitioner - 12 month

Bargaining Unit 9

7169 Interpreter/Transliterator I
7170 Interpreter/Transliterator II

ARTICLE C
OVERTIME/SHIFT DIFFERENTIAL

Definitions:

- I. Employees will be classified as either exempt or non-exempt, based on the duties and responsibilities of the positions.
 - A. Exempt employees are salaried employees who meet one of the exemptions (administrative, executive, professional or agricultural) from the overtime provisions of the Fair Labor Standards Act (FLSA). Exempt employees, unless they are classified as exempt under the agricultural exemption or are firefighters, do not earn overtime, either as cash or compensatory time off (CTO).
 - B. Employees in exempt classifications may be appointed to 12-month, 10-month, 10/12, 11/12, or academic year assignments.
 - C. Exceptions:
Employees in the following exempt classifications have a workweek which consists of an average of 72 hours per week, including work time, standby time, and on-call time. Hours in excess of 312 in a month are compensated at time and one-half and are compensable in cash or CTO.

8980 Campus Fire Apparatus Engineer
8981 Supervising Campus Fire Apparatus Engineer

Employees in the following exempt classifications meet the definition of exempt under the agricultural exemption of the FLSA and may earn CTO at the rate of time and one-half the hourly rate. Employees in these classifications, having earned more than 120 hours at the end of the calendar year, must be paid in cash by February 1 of the following year.

0638 Farm Laborer
0648 Crop Technician I

0651 Crop Technician II
0663 Livestock Technician I
0666 Livestock Technician II
0687 Feed Mill Operator
6385 Farm Maintenance and Operations Worker

II. Non-exempt employees are salaried employees who do not meet any of the exemptions from the overtime provisions of the FLSA. Employees in non-exempt classifications may be appointed to 12-month, 10-month, 10/12, 11/12, or academic year assignments. The full-time workweek for non-exempt classifications is a workweek of forty (40) hours within seven (7) consecutive 24-hour days or 168 consecutive hours.

A. Overtime for non-exempt employees is payable in cash or as CTO at the rate of time and one-half the hourly rate. Employees in Units 2, 5, 7 and 9, having earned more than 120 hours at the end of the calendar year, must be paid in cash by February 1 of the following year except as noted below. Paid leave is counted as time worked in determining overtime hours worked.

B. For the following classifications, earned CTO greater than 240 hours must be paid in cash in the pay period it was earned:

9688 Head Resident I
9687 Head Resident II

III. SHIFT DIFFERENTIAL.

The following classifications are eligible to receive shift differential. No other classifications may receive shift differential.

Unit 2

7926 Clinical Laboratory Technologist II
7927 Clinical Laboratory Technologist I
7995 Radiologic Technologist I
7996 Radiologic Technologist II
8134 Licensed Vocational Nurse
8135 Clinical Aid I
8136 Clinical Aid II
8150 Registered Nurse I -10 Month
8151 Registered Nurse I - 12 Month
8153 Registered Nurse II - 10 Month
8154 Registered Nurse II -12 Month

Unit 5

0104 Maintenance and Laborer Trainee
0731 Groundswoker
0733 Groundswoker Trainee
1508 Warehouse Worker
2010 Custodian
2013 Window Cleaner
2015 Lead Custodian
6223 Laborer
6363 Light Automotive Equipment Operator
6366 Heavy Equipment Operator/Bus Driver

Unit 7

1030 Administrative Support Assistant - 10/12
1031 Administrative Support Assistant - 11/12
1032 Administrative Support Assistant - 12 month
1033 Administrative Support Coordinator - 10/12
1034 Administrative Support Coordinator - 11/12
1035 Administrative Support Coordinator - 12 month
1120 Clerical Trainee
1408 Power Keyboard Operator Trainee
1409 Power Keyboard Operator
1413 Graphics Specialist I
1414 Graphics Specialist II, Graphics Art/Technical
1415 Lead Graphics Specialist
1416 Senior Data Entry Operator
1418 Data Entry Operator
1421 Data Entry Operator Trainee
1424 Micrographics Technician Trainee
1426 Micrographics Technician
1428 Supervising Micrographics Technician I
1430 Supervising Micrographics Technician II
1466 Duplicating Machine Operator II, Offset
1471 Reproduction Processes Supervisor
1472 Reproduction Processes Assistant
1506 Storekeeper I
1509 Stock Clerk
1553 Inventory Clerk
1628 Supervising Telephone Operator
1635 Telephone Operator
1730 Accounting Technician I
1733 Accounting Clerk
1927 Data Control Technician
1928 Senior Data Control Technician
2904 Library Assistant Trainee
2905 Library Assistant II
2906 Library Assistant I
2907 Library Assistant III
2908 Library Assistant IV
8341 Parking Garage Supervisor
8351 Parking Officer
8349 Public Safety Dispatcher
8352 Campus Guard
8353 Supervising Parking Officer

Unit 9

0400 Analyst/Programmer - 12 Month
Range 1 - Foundation
0401 Analyst/Programmer - 11/12 Month
Range 1 - Foundation
0402 Analyst/Programmer - 10/12 Month
Range 1 - Foundation
0410 Operating Systems Analyst - 12 Month
Range 1 - Foundation
0411 Operating Systems Analyst - 11/12 Month
Range 1 - Foundation
0412 Operating Systems Analyst - 10/12 Month

Range 1 - Foundation
0420 Information Technology Consultant - 12 Month
Range 1 - Foundation
0421 Information Technology Consultant - 11/12 Month
Range 1 - Foundation
0422 Information Technology Consultant - 10/12 Month
Range 1 - Foundation
0430 Network Analyst - 12 Month
Range 1 - Foundation
0431 Network Analyst - 11/12 Month
Range 1 - Foundation
0432 Network Analyst - 10/12 Month
Range 1 - Foundation
0440 Equipment/Systems Specialist - 12 Month
Range 1 - Foundation
Range 2 - Career
Range 3 - Expert
0441 Equipment/Systems Specialist - 11/12 Month
Range 1 - Foundation
Range 2 - Career
Range 3 - Expert
0442 Equipment/Systems Specialist - 10/12 Month
Range 1 - Foundation
Range 2 - Career
Range 3 - Expert
0450 Operations Specialist - 12 Month
Range 1 - Foundation
Range 2 - Career
Range 3 - Expert
0451 Operations Specialist - 11/12 Month
Range 1 - Foundation
Range 2 - Career
Range 3 - Expert
0452 Operations Specialist - 10/12 Month
Range 1 - Foundation
Range 2 - Career
Range 3 - Expert
0648 Crop Technician I
0651 Crop Technician II
0670 Animal Health Technician
0697 Poultry Technician
0706 Nursery Technician I
0703 Nursery Technician II
1513 Athletic Equipment Attendant II
1514 Athletic Equipment Attendant I
1521 Technician Trainee
1577 Instructional Support Assistant I
1578 Instructional Support Assistant II
1579 Instructional Support Assistant III
1615 Instructional Support Technician I
1617 Instructional Support Technician II
1762 Accountant I
5287 Assistant Budget Analyst
5597 Public Affairs Assistant I
6507 Stage Technician II
6508 Stage Technician I

6514 Costume Technician I
6515 Costume Technician II
6726 Planner/Estimator/Scheduler
7000 Equipment Maintenance Assistant
7001 Equipment Technician I, Mechanical
7002 Equipment Technician I, Electro-Mechanical
7003 Equipment Technician I, Electronic
7004 Equipment Technician I, Specialized Equipment
7011 Equipment Technician II, Mechanical
7012 Equipment Technician II, Electro-Mechanical
7013 Equipment Technician II, Electronic
7014 Equipment Technician II, Specialized Equipment

IV. OVERTIME. Those classifications listed below are exempt. All other existing classifications are non-exempt. Employees in classifications designated as exempt do not earn overtime.

Unit 2

7976 Speech Pathologist
7988 Radiation Protection Specialist
7991 Pharmacist - 10 Month
7992 Pharmacist - 12 Month
8005 Sanitarian II
8130 Nutritionist
8147 Health Educator
8156 Registered Nurse III - 10 Month
8157 Registered Nurse III - 12 Month
8165 Nurse Practitioner - 10 Month
8166 Nurse Practitioner - 12 Month

Unit 5

All existing classifications in this unit are non-exempt and earn overtime at the rate of one and one-half times the hourly straight time rate, with the exception of the Farm Maintenance and Operations Worker (6385). The Farm Maintenance and Operations Worker classification is exempt under the agricultural exemption of the FLSA and may earn overtime or CTO as defined in Section I. C. above.

Unit 7

All existing classifications in this unit are non-exempt and earn overtime or CTO at the rate of one and one-half times the hourly straight time rate.

Unit 9

0400 Analyst/Programmer - 12 Month*
Range 2 - Career
Range 3 - Expert
0401 Analyst/Programmer - 11/12 Month*
Range 2 - Career
Range 3 - Expert
0402 Analyst/Programmer - 10/12 Month*
Range 2 - Career
Range 3 - Expert
0410 Operating Systems Analyst - 12 Month*
Range 2 - Career
Range 3 - Expert

0411 Operating Systems Analyst - 11/12 Month*
Range 2 - Career
Range 3 - Expert
0412 Operating Systems Analyst - 10/12 Month*
Range 2 - Career
Range 3 - Expert
0420 Information Technology Consultant - 12 Month*
Range 2 - Career
Range 3 - Expert
0421 Information Technology Consultant - 11/12 Month*
Range 2 - Career
Range 3 - Expert
0422 Information Technology Consultant - 10/12 Month*
Range 2 - Career
Range 3 - Expert
0430 Network Analyst - 12 Month*
Range 2 - Career
Range 3 - Expert
0431 Network Analyst - 11/12 Month*
Range 2 - Career
Range 3 - Expert
0432 Network Analyst - 10/12 Month*
Range 2 - Career
Range 3 - Expert
0627 Farm Supervisor I
0638 Farm Laborer
0648 Crop Technician I
0651 Crop Technician II
0663 Livestock Technician I
0666 Livestock Technician II
0687 Feed Mill Operator
2572 Space and Facilities Utilization Officer
3801 Radiation Safety Officer
3810 Library Serials Editor
4555 Accountant II
5250 Special Assistant, EOP
5284 Associate Budget Analyst
5330 Federal Programs Coordinator
5598 Public Affairs Assistant II
5680 Research Technician III
5783 Associate, Academic & Institutional Studies II
5784 Associate, Academic & Institutional Studies I
5787 Associate, Academic & Institutional Studies III
6725 Senior Planner/Estimator/Scheduler
6918 Television Engineer
6960 Fish Hatchery Manager
6970 Diving Safety Officer
7127 Media Production Specialist III
8980 Campus Fire Apparatus Engineer
8981 Supervising Campus Fire Apparatus Engineer

ARTICLE D
SUPERSESSION

If the provisions of any of the following code sections are in conflict with the provisions of the Memorandum of Understanding, the provisions of the MOU shall be controlling.

Issue	Education Code	Government Code	Military/ Veterans Code
Vacation	89500		
	89504		
	(partial)		
Probation/ Permanency	89531		
	89533		
	89534		
Leaves of Absence Without Pay	89510		
	89512		
	89519		
Personnel Files	89546		
Layoff	89543		
	89550		
	89551		
	89552		
	89553		
	89555		
Sick Leave	89500		
Holiday		6700	
Overtime	89500		
	89502		
Hours of Work	89502		
Military Leave	89513		395
			395.01
			395.05
			395.1
			395.3

APPENDIX F
MARKET EQUITY AGREEMENT

June 28, 2000

For fiscal year 2000/2001 and in accordance with Provision 20.6 of Article 20, and in recognition of current market conditions, individual salary rates and/or salary ranges of the bargaining unit classifications identified in the attached worksheet, shall be increased effective July 1, 2000 according to the following provisions.

- Both the salary range minimums and maximums and individual employee salary rates, except as indicated in the footnote below, shall be adjusted by the proposed equity increase percentage amount for the following classifications:

a. <u>Unit 2 Classifications</u>			b. <u>Unit 5 Classifications</u>		
Code	Title	% inc	Code	Title	% inc
1140	Health Record Tech	5%	0726	Lead Groundsworker	3%
7926	Clinical Lab Tech II	5%	0731	Groundsworker	3%
7927	Clinical Lab Tech I	5%	0735	Irrigation Specialist	5%
7976	Speech Pathologist	10%	0739	Pest Control & Spray Spec	5%
7980	Physical Therapist I *	10%			
7981	Physical Therapist II	10%	0743	Gardener	5%
7991	Pharmacist – 10 month	10%	0745	Gardening Specialist	5%
7992	Pharmacist – 12 month	10%	0746	Tree Trimmer I	5%
7995	Radiological Tech I	5%	0748	Tree Trimmer II	5%
7996	Radiological Tech II	5%	1508	Warehouse Worker	3%
8134	LVN	5%	2010	Custodian	2%
8135	Clinical Aid I	4%	2015	Lead Custodian	2%
8136	Clinical Aid II	4%	6223	Laborer	5%
8145	Health Ed Assistant	10%	6363	Lt Automotive Equip Oper	2%
8147	Health Educator	10%	6366	Hvy Equip Oper/Bus Driver	2%
8150	RN I - 10 month*	5%	6367	Hvy Const Equip Operator	2%
8151	RN I – 12 month	5%			
8153	RN II – 10 month	5%			
8154	RN II – 12 month	5%			
8156	RN III – 10 month	5%			
8157	RN III – 12 month	5%			
8165	NP – 10 month	5%			
8166	NP – 12 month	5%			

* This classification was not populated at the time of the Tentative Agreement so no individual employee salary rates will be increased.

Both the salary range minimums and maximums and individual employee salary rates shall be adjusted by the proposed equity increase percentage amount for the following classifications:

c. Unit 7 Classifications						
Code	Title	% inc		Code	Title	% inc
1100	Payroll Tech I	3%		1553	Inventory Clerk	4%
1101	Payroll Tech II	3%		1727	Supv Account Clerk I	3%
1102	Payroll Tech III	3%		1730	Accounting Technician I	3%
1426	Micrographics Tech	3%		1733	Accounting Clerk	3%
1428	Supervising Micrographics Tech I	3%		1740	Accounting Technician III	3%
1430	Supervising Micrographics Tech II *	3%				
1450	Duplicating Machine Oper I	5%		1741	Accounting Technician II	3%
1464	Duplicating Machine Supv I	5%		1758	Collections Rep I	3%
1466	Duplicating Machine Oper II, Offset	5%		1759	Collections Rep II	3%
1467	Duplicating Machine Oper II, Direct Impression	5%		2905	Library Asst II	3%
1471	Repro Processes Supv 1	5%		2906	Library Asst I	3%
1472	Repro Processes Asst	4%		2907	Library Asst III	3%
1502	Shipping & Receiving Asst I	4%		2908	Library Asst IV	3%
1504	Mail Services Supv I	4%		4791	Buyer I	3%
1505	Mail Clerk	4%		4792	Buyer II	3%
1506	Storekeeper I	4%		4739	Buyer II - Lead	3%
1509	Stock Clerk	4%		4794	Buyer III	3%
1549	Property Clerk II	4%		4795	Buyer III - Lead	3%
1550	Property Clerk I	4%				

Both the salary range minimums and maximums and individual employee salary rates shall be adjusted by the proposed equity increase percentage amount for the following classifications:

d. <u>Unit 9 Classifications</u>						
Code	Title	% inc		Code	Title	% inc
1762	Accountant I	2%		7165	Interpret/Transliterator I AY	15%
4555	Accountant II	2%		7166	Interpret/Transliterator II AY	15%
6725	Sr Planner/Estimator/Schedule	5%		7167	Lead Inter/Transliterator AY*	15%
6726	Planner/Estimator/Schedule	5%		7168	Lead Interp/Transliterator*	15%
7125	Media Production Spec I	3%		7169	Interpret/Transliterator II	15%
7126	Media Production Spec II	3%		7170	Interpret/Transliterator I	15%
7127	Media Production Spec III	3%		8980	Campus Fire Appar Eng	3%
				8981	Sup Campus Fire Appar Eng*	3%

2. For the following classifications, the salary range minimums and the individual employee salary rates shall be adjusted by the proposed equity increase percentage amount, except as indicated in the footnote below. In addition, the salary range maximums shall be increased by fifteen percent (15%).

<u>Unit 9 Classifications</u>						
Code	Title	% inc		Code	Title	% inc
400	Analyst/Programmer - 12	4.6%		430	Network Analyst - 12	4.6%
401	Analyst/Programmer - 11/12	4.6%		431	Network Analyst - 11/12	4.6%
402*	Analyst/Programmer - 10/12	4.6%		432	Network Analyst - 10/12	4.6%
410	Oper Systems Analyst - 12	4.6%		440	Equipment Sys Spec - 12	4.6%
411*	Oper Systems Analyst - 11/12	4.6%		441*	Equipment Sys Spec - 11/12	4.6%
412*	Oper Systems Analyst - 10/12	4.6%		442*	Equipment Sys Spec - 10/12	4.6%
420	Info Tech Consultant - 12	4.6%		450	Operation Specialist - 12	4.6%
421	Info Tech Consultant - 11/12	4.6%		451*	Operation Specialist - 11/12	4.6%
422	Info Tech Consultant - 10;/12	4.6%		452*	Operation Specialist - 10/12	4.6%

3. Market equity increases resulting from the Public Safety Support and Public Affairs, Media/Arts classification studies shall be adjusted by the proposed equity increase percentage amount for the classifications listed below. The increases will be to the salary range minimums, maximums and individual employee salary rates, except as indicated in the footnote below. These increases will be effective July 1, 2000 and the new classifications and their adjusted salary ranges will be implemented effective December 1, 2000.

<u>Unit 7 Classifications</u>			<u>Unit 9 Classifications</u>		
Code	Title	% inc	Code	Title	% inc
1160	Editorial Aid	9%	2844	Photographer II	3%
1413	Graphics Specialist I	3%	2845	Photographer I	3%
1414	Graphics Specialist II	3%	2929	Graphic Artist I	5%
1415	Lead Graphics Specialist	3%	2930	Graphic Artist II	5%
2935	Slide Curator I	6%	5597	Public Affairs Assistant I	9%
2936	Slide Curator II	6%	5598	Public Affairs Assistant II	9%
8341	Parking Garage Supervisor*	3%	6507	Stage Tech II	3%
8349	Public Safety Dispatcher	12%	6508	Stage Tech I	3%
8351	Parking Officer	3%	6514	Costume Tech I	11%
8352	Campus Guard	3%	6515	Costume Tech II	11%
8353	Supervising Parking Officer	3%	6918	TV Engineer	3%

* These classifications were not populated at the time of the Tentative Agreement so no individual employee salary rates will be increased.

APPENDIX G

Memorandum of Understanding between the California State University (CSU) and the California State Employees Association (CSEA) for the Implementation of The Public Safety Support Classifications and the Public Affairs/Media/Arts Classifications.

This Memorandum of Understanding constitutes the entire agreement between The California State University (CSU) and the California State Employees Association (CSEA), and satisfies all bargaining obligations resulting from meeting and conferring pursuant to HEERA and Article 17 of the parties Collective Bargaining Agreement on the issue of the impact of the implementation of Public Safety Support classifications, Public Affairs/Media/Arts classifications.

The parties agree that the new Public Safety Support classifications, and the new Public Affairs/Media/Arts classifications, shall be implemented according to the conversion road map as identified in Appendices A, and B, and C. The classifications of employees shall be converted from those listed in the

"Current Classifications" column to those listed in the "New Classification/Level" column. There shall be no increase in salary for any employee as a result of the conversion of his/her existing classification to the listed classification identified in the road map conversion. Therefore, the implementation of the Public Safety Support classifications, and the Public Affairs/Media/arts classifications, shall result in no costs to the Employer. The time line requirements in provision 17.7 for employee requested position descriptions do not apply to this conversion. These new classifications and their adjusted salary ranges will be implemented effective December 1, 2000.

**THE CALIFORNIA STATE UNIVERSITY SALARY SCHEDULE
COLLECTIVE BARGAINING ID R02
(Effective July 1, 1999)**

Class Code	Range Code	Class Title	Salary Steps	Salary Range								FLSA	O/T	Six Month Inc	Shift Diff	Occup Index Ref	Affirm Action Coding	Empl Category	Vac Acrl	
				Rate 1	Rate 2	Rate 3	Rate 4	Rate 5	Rate 6	Rate 7	Rate 8									
8135		CLINICAL AID I																		
	1	RANGE A		Min	Service Max	Max						N	Y	Y	Y	I-2	T2A	1	1	
					1,865	2,197	2,417													
					22,380	26,364	29,004													
	6	RANGE E			1,710	2,014	2,216													
					20,520	24,168	26,592													
8	RANGE C			1,554	1,831	2,014														
				18,648	21,972	24,168														
8136		CLINICAL AID II																		
	1	RANGE A			1,937	2,282	2,511						N	Y	Y	Y	I-2	T2A	1	1
					23,244	27,384	30,132													
	6	RANGE E			1,776	2,092	2,302													
					21,312	25,104	27,624													
	8	RANGE C			1,614	1,902	2,093													
				19,368	22,824	25,116														
7927		CLINICAL LABORATORY TECHNOLOGIST I																		
	1	RANGE A			3,386	3,891	4,281						N	Y	N	Y	I-1	P2A	1	1
					40,632	46,692	51,372													
	6	RANGE E			3,104	3,567	3,924													
					37,248	42,804	47,088													
	8	RANGE C			2,822	3,243	3,568													
				33,864	38,916	42,816														

**THE CALIFORNIA STATE UNIVERSITY SALARY SCHEDULE
COLLECTIVE BARGAINING ID R02
(Effective July 1, 1999)**

Class Code	Range Code	Class Title	Salary Steps	Salary Range								FLSA	O/T	Six Month Inc	Shift Diff	Occup Index Ref	Affirm Action Coding	Empl Category	Vac Acrl
				Rate 1	Rate 2	Rate 3	Rate 4	Rate 5	Rate 6	Rate 7	Rate 8								
7926	1	CLINICAL LABORATORY TECHNOLOGIST II RANGE A		Service															
				Min	Max	Max													
				3,546	4,271	4,698													
				42,552	51,252	56,376													
				3,251	3,915	4,307													
				39,012	46,980	51,684													
6	RANGE E	2,955	3,559	3,915															
		35,460	42,708	46,980															
8145	1	HEALTH EDUCATION ASSISTANT RANGE A		Service															
				Min	Max	Max													
				2,750	3,305	3,634													
				33,000	39,660	43,608													
				2,521	3,030	3,331													
				30,252	36,360	39,972													
6	RANGE E	2,292	2,754	3,028															
		27,504	33,048	36,336															
8147	1	HEALTH EDUCATOR RANGE A		Service															
				Min	Max	Max													
				3,013	3,626	3,987													
				36,156	43,512	47,844													
				2,762	3,324	3,655													
				33,144	39,888	43,860													
6	RANGE E	2,511	3,022	3,323															
		30,132	36,264	39,876															

**THE CALIFORNIA STATE UNIVERSITY SALARY SCHEDULE
COLLECTIVE BARGAINING ID R02
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Class Code	Range Code	Class Title	Salary Steps	Salary Range								FLSA	O/T	Six Month Inc	Shift Diff	Occup Index Ref	Affirm Action Coding	Empl Category	Vac Acrl	
				Rate 1	Rate 2	Rate 3	Rate 4	Rate 5	Rate 6	Rate 7	Rate 8									
1140		HEALTH RECORD TECHNICIAN																		
	1	RANGE A		Min	Service Max	Max						N	Y	N	N	C-6	C2A	1	1	
					2,385	2,838	3,123													
					28,620	34,056	37,476													
	6	RANGE E			2,186	2,602	2,863													
					26,232	31,224	34,356													
8134	8	RANGE C			1,988	2,365	2,603													
					23,856	28,380	31,236													
8134		LICENSED VOCATIONAL NURSE																		
	1	RANGE A			2,260	2,566	2,823					N	Y	N	Y	I-2	P2A	1	1	
					27,120	30,792	33,876													
	6	RANGE E			2,072	2,352	2,588													
					24,864	28,224	31,056													
	8	RANGE C			1,883	2,138	2,353													
				22,596	25,656	28,236														
8165		NURSE PRACTITIONER - 10 MONTH																		
	1	RANGE A			4,387	5,285	5,814					E	N	N	N	I-1	P2A	1	1	
					43,870	52,850	58,140													
8166	8	RANGE C			3,656	4,404	4,845													
					43,872	52,848	58,140													
8166		NURSE PRACTITIONER - 12 MONTH																		
	1	RANGE A			4,387	5,285	5,814					E	N	N	N	I-1	P2A	1	1	
					52,644	63,420	69,768													
	6	RANGE E			4,021	4,845	5,330													
					48,252	58,140	63,960													
	8	RANGE C			3,656	4,404	4,845													
				43,872	52,848	58,140														

**THE CALIFORNIA STATE UNIVERSITY SALARY SCHEDULE
COLLECTIVE BARGAINING ID R02
(Effective July 1, 1999)**

Class Code	Range Code	Class Title	Salary Steps	Salary Range								FLSA	O/T	Six Month Inc	Shift Diff	Occup Index Ref	Affirm Action Coding	Empl Category	Vac Acrl
				Rate 1	Rate 2	Rate 3	Rate 4	Rate 5	Rate 6	Rate 7	Rate 8								
8130		NUTRITIONIST		Service															
				Min	Max	Max													
	1	RANGE A		3,013 36,156	3,626 43,512	3,987 47,844						E	N	N	N	I-1	P2A	1	1
	6	RANGE E		2,762 33,144	3,324 39,888	3,655 43,860													
	8	RANGE C		2,511 30,132	3,022 36,264	3,323 39,876													
	7940		PER DIEM EXEMPT - HEALTHCARE		3,887 46,644	TO	7,500 90,000						E	N	N	N	I-1	P2A	7
7930		PER DIEM NON-EXEMPT - HEALTHCARE		\$16.82	TO	\$34.96	PER HOUR					N	Y	N	Y	I-1	P2A	7	3
7991		PHARMACIST - 10 MONTH																	
	1	RANGE A		4,319 43,190	5,206 52,060	5,726 57,260						E	N	N	N	I-1	P2A	1	1
	8	RANGE C		3,599 43,188	4,338 52,056	4,772 57,264													
7992		PHARMACIST - 12 MONTH																	
	1	RANGE A		4,319 51,828	5,206 62,472	5,726 68,712						E	N	N	N	I-1	P2A	1	1
	6	RANGE E		3,959 47,508	4,772 57,264	5,249 62,988													
	8	RANGE C		3,599 43,188	4,338 52,056	4,772 57,264													

**THE CALIFORNIA STATE UNIVERSITY SALARY SCHEDULE
COLLECTIVE BARGAINING ID R02
(Effective July 1, 1999)**

Class Code	Range Code	Class Title	Salary Steps	Salary Range								FLSA	O/T	Six Month Inc	Shift Diff	Occup Index Ref	Affirm Action Coding	Empl Category	Vac Acr1	
				Rate 1	Rate 2	Rate 3	Rate 4	Rate 5	Rate 6	Rate 7	Rate 8									
7980		PHYSICAL THERAPIST I																		
	1	RANGE A		Min	Service Max	Max						N	Y	N	N	I-1	P2A	1	1	
				2,986	3,588	3,948														
				35,832	43,056	47,376														
	6	RANGE E		2,737	3,289	3,619														
				32,844	39,468	43,428														
	8	RANGE C		2,488	2,990	3,290														
				29,856	35,880	39,480														
7981		PHYSICAL THERAPIST II																		
	1	RANGE A		3,156	3,796	4,175						N	Y	N	N	I-1	P2A	1	1	
				37,872	45,552	50,100														
	6	RANGE E		2,893	3,480	3,827														
				34,716	41,760	45,924														
	8	RANGE C		2,630	3,163	3,479														
				31,560	37,956	41,748														
7988		RADIATION PROTECTION SPECIALIST																		
	1	RANGE A		3,084	3,711	4,080						E	N	N	N	I-3	P2A	1	1	
				37,008	44,532	48,960														
	6	RANGE E		2,827	3,402	3,740														
				33,924	40,824	44,880														
	8	RANGE C		2,570	3,093	3,400														
				30,840	37,116	40,800														

**THE CALIFORNIA STATE UNIVERSITY SALARY SCHEDULE
COLLECTIVE BARGAINING ID R02
(Effective July 1, 1999)**

Class Code	Range Code	Class Title	Salary Steps	Salary Range								FLSA	O/T	Six Month Inc	Shift Diff	Occup Index Ref	Affirm Action Coding	Empl Category	Vac Acrl	
				Rate 1	Rate 2	Rate 3	Rate 4	Rate 5	Rate 6	Rate 7	Rate 8									
7995		RADIOLOGIC TECHNOLOGIST I		Service																
				Min	Max	Max														
	1	RANGE A		2,758 33,096	3,318 39,816	3,651 43,812						N	Y	N	Y	I-1	P2A	1	1	
	6	RANGE E		2,528 30,336	3,042 36,504	3,347 40,164														
	8	RANGE C		2,298 27,576	2,765 33,180	3,043 36,516														
	7996		RADIOLOGIC TECHNOLOGIST II																	
1		RANGE A		2,959 35,508	3,557 42,684	3,913 46,956						N	Y	N	Y	I-1	P2A	1	1	
6		RANGE E		2,712 32,544	3,261 39,132	3,587 43,044														
8		RANGE C		2,466 29,592	2,964 35,568	3,261 39,132														
8150			REGISTERED NURSE I - 10 MONTH																	
		1	RANGE A		2,935 29,350	3,530 35,300	3,883 38,830						N	Y	N	Y	I-1	P2A	1	1
	8	RANGE C		2,446 29,352	2,942 35,304	3,236 38,832														
8151		REGISTERED NURSE I - 12 MONTH																		
	1	RANGE A		2,935 35,220	3,530 42,360	3,883 46,596						N	Y	N	Y	I-1	P2A	1	1	
	6	RANGE E		2,690 32,280	3,236 38,832	3,559 42,708														
8	RANGE C		2,446 29,352	2,942 35,304	3,236 38,832															

**THE CALIFORNIA STATE UNIVERSITY SALARY SCHEDULE
COLLECTIVE BARGAINING ID R02
(Effective July 1, 1999)**

Class Code	Range Code	Class Title	Salary Steps	Salary Range								FLSA	O/T	Six Month Inc	Shift Diff	Occup Index Ref	Affirm Action Coding	Empl Category	Vac Acrl	
				Rate 1	Rate 2	Rate 3	Rate 4	Rate 5	Rate 6	Rate 7	Rate 8									
8153		REGISTERED NURSE II - 10 MONTH																		
	1	RANGE A		Min	Service Max	Max						N	Y	N	Y	I-1	P2A	1	1	
				3,143	3,782	4,160														
				31,430	37,820	41,600														
8	RANGE C		2,619	3,152	3,467															
			31,428	37,824	41,604															
8154		REGISTERED NURSE II - 12 MONTH																		
	1	RANGE A		3,143	3,782	4,160						N	Y	N	Y	I-1	P2A	1	1	
				37,716	45,384	49,920														
	6	RANGE E		2,881	3,467	3,813														
			34,572	41,604	45,756															
8	RANGE C		2,619	3,152	3,467															
			31,428	37,824	41,604															
8156		REGISTERED NURSE III - 10 MONTH																		
	1	RANGE A		3,449	4,153	4,567						E	N	N	N	I-1	P2A	1	1	
				34,490	41,530	45,670														
	8	RANGE C		2,874	3,461	3,806														
			34,488	41,532	45,672															
8157		REGISTERED NURSE III - 12 MONTH																		
	1	RANGE A		3,449	4,153	4,567						E	N	N	N	I-1	P2A	1	1	
				41,388	49,836	54,804														
	6	RANGE E		3,162	3,807	4,186														
			37,944	45,684	50,232															
8	RANGE C		2,874	3,461	3,806															
			34,488	41,532	45,672															

**THE CALIFORNIA STATE UNIVERSITY SALARY SCHEDULE
COLLECTIVE BARGAINING ID R02
(Effective July 1, 1999)**

Class Code	Range Code	Class Title	Salary Steps	Salary Range								FLSA	O/T	Six Month Inc	Shift Diff	Occup Index Ref	Affirm Action Coding	Empl Category	Vac Acrl
				Rate 1	Rate 2	Rate 3	Rate 4	Rate 5	Rate 6	Rate 7	Rate 8								
8005	1	SANITARIAN II RANGE A		Service								E	N	N	N	I-3	P2A	1	1
				Min	Max	Max													
				3,170	3,815	4,197													
				38,040	45,780	50,364													
				2,906	3,497	3,847													
				34,872	41,964	46,164													
8005	6	RANGE E		2,642	3,179	3,498													
				31,704	38,148	41,976													
				3,736	4,504	4,955													
				44,832	54,048	59,460													
				3,425	4,129	4,542													
				41,100	49,548	54,504													
7976	1	SPEECH PATHOLOGIST RANGE A		3,113	3,753	4,129													
				37,356	45,036	49,548													

**THE CALIFORNIA STATE UNIVERSITY SALARY SCHEDULE
COLLECTIVE BARGAINING ID R05
(Effective July 1, 1999)**

Class Code	Range Code	Class Title	Salary Steps	Salary Range								FLSA	O/T	Six Month Inc	Shift Diff	Occup Index Ref	Affirm Action Coding	Empl Category	Vac Acrl
				Rate 1	Rate 2	Rate 3	Rate 4	Rate 5	Rate 6	Rate 7	Rate 8								
0304		COOK I		Service															
				Min	Max	Max													
	1	RANGE A		2,078 24,936	2,525 30,300	2,777 33,324												1	
	3	CRUISE		2,048 24,576	2,488 29,856	2,739 32,868												3	
	6	RANGE E		1,905 22,860	2,315 27,780	2,546 30,552												1	
8	RANGE C		1,732 20,784	2,104 25,248	2,314 27,768												1		
0306		COOK I LEAD																	
	1	RANGE A		2,521 30,252	3,063 36,756	3,370 40,440												1	
	3	CRUISE		2,484 29,808	3,019 36,228	3,320 39,840												3	
	6	RANGE E		2,311 27,732	2,808 33,696	3,089 37,068												1	
	8	RANGE C		2,101 25,212	2,553 30,636	2,808 33,696												1	

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Class Code	Range Code	Class Title	Salary Steps	Salary Range								FLSA	O/T	Six Month Inc	Shift Diff	Occup Index Ref	Affirm Action Coding	Empl Category	Vac Acrl
				Rate 1	Rate 2	Rate 3	Rate 4	Rate 5	Rate 6	Rate 7	Rate 8								
0305		COOK II		Service															
				Min	Max	Max													
	1	RANGE A		2,314 27,768	2,811 33,732	3,093 37,116												1	
	3	CRUISE		2,281 27,372	2,772 33,264	3,048 36,576												3	
	6	RANGE E		2,121 25,452	2,577 30,924	2,835 34,020												1	
8	RANGE C		1,928 23,136	2,343 28,116	2,578 30,936												1		
0307		COOK II LEAD																	
	1	RANGE A		2,866 34,392	3,484 41,808	3,831 45,972												1	
	3	CRUISE		2,824 33,888	3,434 41,208	3,777 45,324												3	
	6	RANGE E		2,627 31,524	3,194 38,328	3,512 42,144												1	
	8	RANGE C		2,388 28,656	2,903 34,836	3,193 38,316												1	

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				Rate 1	Rate 2	Rate 3	Rate 4	Rate 5	Rate 6	Rate 7	Rate 8									
2010		CUSTODIAN																		
	1	RANGE A		Min	Service Max	Max						N	Y	Y	Y	E-1	M5A	1	1	
				1,910	2,254	2,479														
				22,920	27,048	29,748														
	6	RANGE E		1,751	2,066	2,272														
				21,012	24,792	27,264														
6385	8	RANGE C		1,592	1,878	2,066														
				19,104	22,536	24,792														
6385		FARM MAINTENANCE AND OPERATIONS WORKER																		
	1	RANGE A		2,465	2,934	3,228						O	Y	N	N	B-6	M5A	1	1	
				29,580	35,208	38,736														
	6	RANGE E		2,260	2,690	2,959														
				27,120	32,280	35,508														
	8	RANGE C		2,054	2,445	2,690														
			24,648	29,340	32,280															
0308		FOOD SERVICE WORKER I																		
	1	RANGE A		1,803	2,191	2,410						N	Y	Y	N	S-1	M5A	1	1	
				21,636	26,292	28,920														
	3	CRUISE		1,776	2,159	2,375														3
				21,312	25,908	28,500														
	6	RANGE E		1,653	2,008	2,209														1
			19,836	24,096	26,508															
0308	8	RANGE C		1,503	1,826	2,008														1
				18,036	21,912	24,096														

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				Rate 1	Rate 2	Rate 3	Rate 4	Rate 5	Rate 6	Rate 7	Rate 8									
0310		FOOD SERVICE WORKER I LEAD																		
	1	RANGE A		Min	Service Max	Max						N	Y	N	N	S-1	M5A	1	1	
				2,159	2,624	2,886														
				25,908	31,488	34,632														
	6	RANGE E		1,979	2,405	2,646														
				23,748	28,860	31,752														
0309	8	RANGE C		1,799	2,187	2,405														
				21,588	26,244	28,860														
0309		FOOD SERVICE WORKER II																		
	1	RANGE A		1,935	2,353	2,588						N	Y	Y	N	S-1	M5A	1	1	
				23,220	28,236	31,056														
	3	CRUISE		1,907	2,319	2,551														
				22,884	27,828	30,612														
0311	6	RANGE E		1,774	2,157	2,372														
				21,288	25,884	28,464														
	8	RANGE C		1,613	1,961	2,157														
			19,356	23,532	25,884															
0311		FOOD SERVICE WORKER II LEAD																		
	1	RANGE A		2,660	3,233	3,556						N	Y	N	N	S-1	M5A	1	1	
				31,920	38,796	42,672														
	6	RANGE E		2,438	2,964	3,260														
				29,256	35,568	39,120														
	8	RANGE C		2,217	2,694	2,963														
			26,604	32,328	35,556															

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				Rate 1	Rate 2	Rate 3	Rate 4	Rate 5	Rate 6	Rate 7	Rate 8									
0743		GARDENER																		
	1	RANGE A		Min	Service Max	Max						N	Y	N	N	B-4	M5A	1	1	
				2,415	2,876	3,164														
				28,980	34,512	37,968														
	6	RANGE E		2,214	2,636	2,900														
				26,568	31,632	34,800														
0745		GARDENING SPECIALIST																		
	1	RANGE A		2,415	2,876	3,164						N	Y	N	N	B-4	M5A	1	1	
				28,980	34,512	37,968														
	6	RANGE E		2,214	2,636	2,900														
				26,568	31,632	34,800														
	8	RANGE C		2,013	2,397	2,637														
			24,156	28,764	31,644															
0731		GROUNDWORKER																		
	1	RANGE A		2,254	2,559	2,815						N	Y	N	Y	B-4	M5A	1	1	
				27,048	30,708	33,780														
	6	RANGE E		2,066	2,346	2,580														
				24,792	28,152	30,960														
	8	RANGE C		1,878	2,133	2,346														
			22,536	25,596	28,152															

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				Rate 1	Rate 2	Rate 3	Rate 4	Rate 5	Rate 6	Rate 7	Rate 8									
0733		GROUNDWORKER TRAINEE																		
	1	RANGE A		Min	Service Max	Max						N	Y	Y	Y	B-4	M5A	1	1	
				1,910	1,990	2,189														
				22,920	23,880	26,268														
	6	RANGE E		1,751	1,824	2,007														
				21,012	21,888	24,084														
8	RANGE C		1,592	1,658	1,824															
			19,104	19,896	21,888															
6367		HEAVY CONSTRUCTION EQUIPMENT OPERATOR																		
	1	RANGE A		2,803	3,071	3,379						N	Y	N	N	B-6	M5A	1	1	
				33,636	36,852	40,548														
	6	RANGE E		2,569	2,815	3,097														
				30,828	33,780	37,164														
	8	RANGE C		2,336	2,559	2,816														
			28,032	30,708	33,792															
6366		HEAVY EQUIPMENT OPERATOR/BUS DRIVER																		
	1	RANGE A		2,684	2,934	3,228						N	Y	N	Y	B-6	M5A	1	1	
				32,208	35,208	38,736														
	6	RANGE E		2,460	2,690	2,959														
				29,520	32,280	35,508														
	8	RANGE C		2,237	2,445	2,690														
			26,844	29,340	32,280															

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				Rate 1	Rate 2	Rate 3	Rate 4	Rate 5	Rate 6	Rate 7	Rate 8									
0735		IRRIGATION SPECIALIST																		
	1	RANGE A		Min	Service Max	Max						N	Y	N	N	B-4	M5A	1	1	
				2,415	2,876	3,164														
				28,980	34,512	37,968														
	6	RANGE E		2,214	2,636	2,900														
				26,568	31,632	34,800														
8	RANGE C		2,013	2,397	2,637															
			24,156	28,764	31,644															
6223		LABORER																		
	1	RANGE A		2,254	2,449	2,697						N	Y	N	Y	B-4	M5A	1	1	
				27,048	29,388	32,364														
	6	RANGE E		2,066	2,245	2,472														
				24,792	26,940	29,664														
	8	RANGE C		1,878	2,041	2,248														
			22,536	24,492	26,976															
2015		LEAD CUSTODIAN																		
	1	RANGE A		2,058	2,433	2,674						N	Y	Y	Y	E-1	M5A	1	1	
				24,696	29,196	32,088														
	6	RANGE E		1,887	2,230	2,451														
				22,644	26,760	29,412														
	8	RANGE C		1,715	2,028	2,228														
			20,580	24,336	26,736															

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				Rate 1	Rate 2	Rate 3	Rate 4	Rate 5	Rate 6	Rate 7	Rate 8										
0726		LEAD GROUNDWORKER		Service																	
				Min	Max	Max															
	1	RANGE A		2,547 30,564	3,042 36,504	3,347 40,164						N	Y	N	N	B-4	M5A	1	1		
	6	RANGE E		2,335 28,020	2,789 33,468	3,068 36,816															
	8	RANGE C		2,123 25,476	2,535 30,420	2,789 33,468															
	6363		LIGHT AUTOMOTIVE EQUIPMENT OPERATOR																		
1		RANGE A		2,572 30,864	2,803 33,636	3,085 37,020						N	Y	N	Y	B-6	M5A	1	1		
6		RANGE E		2,358 28,296	2,569 30,828	2,828 33,936															
8		RANGE C		2,143 25,716	2,336 28,032	2,571 30,852															
0104			MAINTENANCE AND LABORER TRAINEE																		
					946 11,352	1,742 20,904	1,918 23,016						N	Y	Y	Y	B-4	M5A	1	1	
0739		PEST CONTROL AND SPRAY SPECIALIST																			
	1	RANGE A		2,415 28,980	2,876 34,512	3,164 37,968						N	Y	N	N	B-4	M5A	1	1		
	6	RANGE E		2,214 26,568	2,636 31,632	2,900 34,800															
	8	RANGE C		2,013 24,156	2,397 28,764	2,637 31,644															

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				Rate 1	Rate 2	Rate 3	Rate 4	Rate 5	Rate 6	Rate 7	Rate 8									
0746		TREE TRIMMER I																		
	1	RANGE A		Min	Service Max	Max						N	Y	N	N	B-4	M5A	1	1	
				2,415	2,876	3,164														
				28,980	34,512	37,968														
	6	RANGE E		2,214	2,636	2,900														
				26,568	31,632	34,800														
0748		TREE TRIMMER II																		
	1	RANGE A		2,521	3,013	3,314						N	Y	N	N	B-4	M5A	1	1	
				30,252	36,156	39,768														
	6	RANGE E		2,311	2,762	3,038														
				27,732	33,144	36,456														
	8	RANGE C		2,101	2,511	2,762														
			25,212	30,132	33,144															
1508		WAREHOUSE WORKER																		
	1	RANGE A		2,188	2,591	2,850						N	Y	N	Y	H-8	M5A	1	1	
				26,256	31,092	34,200														
	6	RANGE E		2,006	2,375	2,613														
				24,072	28,500	31,356														
	8	RANGE C		1,823	2,159	2,375														
			21,876	25,908	28,500															

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				Rate 1	Rate 2	Rate 3	Rate 4	Rate 5	Rate 6	Rate 7	Rate 8								
2013	1	WINDOW CLEANER RANGE A		Service								N	Y	N	Y	E-1	M5A	1	1
				Min	Max	Max													
				2,207	2,614	2,876													
				26,484	31,368	34,512													
2013	6	RANGE E		Min	Max	Max													
				2,023	2,396	2,636													
				24,276	28,752	31,632													
				1,839	2,178	2,397													
				22,068	26,136	28,764													

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Class Code	Range Code	Class Title	Salary Steps	Salary Range								FLSA	O/T	Six Month Inc	Shift Diff	Occup Index Ref	Affirm Action Coding	Empl Category	Vac Acrl
				Rate 1	Rate 2	Rate 3	Rate 4	Rate 5	Rate 6	Rate 7	Rate 8								
1733 1		ACCOUNTING CLERK		Service															
				Min	Max	Max													
	1	RANGE A		1,925 23,100	2,270 27,240	2,496 29,952									C-4	C7A	1		
	6	RANGE E		1,765 21,180	2,081 24,972	2,288 27,456													
8	RANGE C		1,604 19,248	1,892 22,704	2,080 24,960														
1730		ACCOUNTING TECHNICIAN I																	
	1	RANGE A		2,232 26,784	2,643 31,716	2,910 34,920									H-3	T7C	1	1	
	6	RANGE E		2,046 24,552	2,423 29,076	2,668 32,016													
	8	RANGE C		1,860 22,320	2,203 26,436	2,425 29,100													
1741		ACCOUNTING TECHNICIAN II																	
	1	RANGE A		2,480 29,760	2,952 35,424	3,246 38,952									H-3	T7C	1	1	
	6	RANGE E		2,273 27,276	2,706 32,472	2,976 35,712													
	8	RANGE C		2,067 24,804	2,460 29,520	2,705 32,460													

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				Rate 1	Rate 2	Rate 3	Rate 4	Rate 5	Rate 6	Rate 7	Rate 8									
1740		ACCOUNTING TECHNICIAN III																		
	1	RANGE A		Min	Service Max	Max						N	Y	N	N	H-3	T7D	1	1	
				2,823	3,389	3,727														
				33,876	40,668	44,724														
	6	RANGE E		2,588	3,107	3,416														
				31,056	37,284	40,992														
1131	8	RANGE C		2,353	2,824	3,106														
				28,236	33,888	37,272														
1131		ADMINISTRATIVE SECRETARY																		
	1	RANGE A		2,714	3,245	3,571						N	Y	N	N	C-1	C7B	1	1	
				32,568	38,940	42,852														
	6	RANGE E		2,488	2,975	3,273														
				29,856	35,700	39,276														
	8	RANGE C		2,262	2,704	2,976														
			27,144	32,448	35,712															
1030		ADMINISTRATIVE SUPPORT ASSISTANT -10/12																		
	1	ASSISTANT I		1,495	1,929	2,167						N	Y	Y	Y	C-3	C7A	1	1	
				17,940	23,148	26,004														
1031	2	ASSISTANT II		1,793	2,241	2,690														
				21,516	26,892	32,280														
1031		ADMINISTRATIVE SUPPORT ASSISTANT -11/12																		
	1	ASSISTANT I		1,645	2,122	2,383						N	Y	Y	Y	C-3	C7A	1	1	
				19,740	25,464	28,596														
	2	ASSISTANT II		1,973	2,465	2,959														
			23,676	29,580	35,508															

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				Rate 1	Rate 2	Rate 3	Rate 4	Rate 5	Rate 6	Rate 7	Rate 8								
1032	1	ADMINISTRATIVE SUPPORT ASSISTANT -12 MONTH		Service								N	Y	Y	Y	C-3	C7A	1	1
				Min	Max	Max													
				1,794	2,315	2,600													
				21,528	27,780	31,200													
1033	2	ADMINISTRATIVE SUPPORT COORDINATOR -10/12		Service								N	Y	N	Y	C-1	C7B	1	1
				Min	Max	Max													
				2,011	2,554	2,917													
				24,132	30,648	35,004													
1034	1	ADMINISTRATIVE SUPPORT COORDINATOR -11/12		Service								N	Y	N	Y	C-1	C7B	1	1
				Min	Max	Max													
				2,212	2,810	3,208													
				26,544	33,720	38,496													
1035	2	ADMINISTRATIVE SUPPORT COORDINATOR -12 MONTH		Service								N	Y	N	Y	C-1	C7B	1	1
				Min	Max	Max													
				2,413	3,065	3,500													
				28,956	36,780	42,000													
1035	1	ADMINISTRATIVE SUPPORT COORDINATOR -12 MONTH		Service								N	Y	N	Y	C-1	C7B	1	1
				Min	Max	Max													
				2,641	3,336	3,966													
				31,692	40,032	47,592													

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				Rate 1	Rate 2	Rate 3	Rate 4	Rate 5	Rate 6	Rate 7	Rate 8										
2899	1	BOOK REPAIRER I																			
		RANGE A																			
			2,102	2,477	2,725																
			25,224	29,724	32,700																
		RANGE E																			
			1,927	2,271	2,498																
			23,124	27,252	29,976																
		RANGE C																			
			1,752	2,064	2,271																
	21,024	24,768	27,252																		
2898	1	BOOK REPAIRER II																			
		RANGE A																			
			2,270	2,684	2,951																
			27,240	32,208	35,412																
		RANGE E																			
			2,081	2,460	2,705																
			24,972	29,520	32,460																
		RANGE C																			
			1,892	2,237	2,459																
	22,704	26,844	29,508																		
4791	1	BUYER I																			
		RANGE A																			
			2,633	3,217	3,540																
			31,596	38,604	42,480																
		RANGE E																			
			2,414	2,949	3,245																
			28,968	35,388	38,940																
		RANGE C																			
			2,194	2,681	2,950																
	26,328	32,172	35,400																		

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				Rate 1	Rate 2	Rate 3	Rate 4	Rate 5	Rate 6	Rate 7	Rate 8									
4792		BUYER II																		
	1	RANGE A		Min	Max	Max						N	Y	N	N	H-7	T7D	1	1	
				2,924	3,575	3,932														
				35,088	42,900	47,184														
	6	RANGE E		2,680	3,277	3,604														
				32,160	39,324	43,248														
4793	8	RANGE C		2,437	2,979	3,277														
				29,244	35,748	39,324														
4793		BUYER II - LEAD																		
	1	RANGE A		3,069	3,754	4,129						N	Y	N	N	H-7	T7D	1	1	
				36,828	45,048	49,548														
	6	RANGE E		2,813	3,441	3,785														
				33,756	41,292	45,420														
	8	RANGE C		2,558	3,128	3,441														
			30,696	37,536	41,292															
4794		BUYER III																		
	1	RANGE A		3,217	3,932	4,324						N	Y	N	N	H-7	T7D	1	1	
				38,604	47,184	51,888														
	6	RANGE E		2,949	3,604	3,964														
				35,388	43,248	47,568														
	8	RANGE C		2,681	3,277	3,603														
			32,172	39,324	43,236															

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Class Code	Range Code	Class Title	Salary Steps	Salary Range								FLSA	O/T	Six Month Inc	Shift Diff	Occup Index Ref	Affirm Action Coding	Empl Category	Vac Acrl	
				Rate 1	Rate 2	Rate 3	Rate 4	Rate 5	Rate 6	Rate 7	Rate 8									
4795		BUYER III - LEAD																		
	1	RANGE A		Min	Service Max	Max						N	Y	N	N	H-7	T7D	1	1	
				3,379	4,128	4,540														
				40,548	49,536	54,480														
	6	RANGE E		3,097	3,784	4,162														
				37,164	45,408	49,944														
4790	8	RANGE C		2,816	3,440	3,783														
				33,792	41,280	45,396														
4790		BUYER TRAINEE																		
				2,379	2,501	2,750						N	Y	N	N	H-7	T7D	1	1	
				28,548	30,012	33,000														
8352		CAMPUS GUARD																		
	1	RANGE A		2,232	2,641	2,906						N	Y	N	Y	E-2	M7E	1	1	
				26,784	31,692	34,872														
	6	RANGE E		2,046	2,421	2,664														
				24,552	29,052	31,968														
	8	RANGE C		1,860	2,201	2,422														
				22,320	26,412	29,064														
1125		CLERICAL ASSISTANT I																		
	1	RANGE A		1,834	2,159	2,375						N	Y	Y	Y	C-3	C7A	1	1	
				22,008	25,908	28,500														
	6	RANGE E		1,681	1,979	2,177														
				20,172	23,748	26,124														
	8	RANGE C		1,528	1,799	1,979														
				18,336	21,588	23,748														

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				Rate 1	Rate 2	Rate 3	Rate 4	Rate 5	Rate 6	Rate 7	Rate 8								
1126		CLERICAL ASSISTANT II																	
				Service															
				Min	Max	Max													
	1	RANGE A		1,972 23,664	2,326 27,912	2,559 30,708						N	Y	Y	Y	C-3	C7A	1	1
	6	RANGE E		1,808 21,696	2,132 25,584	2,346 28,152													
	8	RANGE C		1,643 19,716	1,938 23,256	2,133 25,596													
1127		CLERICAL ASSISTANT III																	
	1	RANGE A		2,205 26,460	2,611 31,332	2,872 34,464						N	Y	N	Y	C-3	C7A	1	1
	6	RANGE E		2,021 24,252	2,393 28,716	2,633 31,596													
	8	RANGE C		1,838 22,056	2,176 26,112	2,393 28,716													
	1128		CLERICAL ASSISTANT IV																
1		RANGE A		2,432 29,184	2,894 34,728	3,182 38,184						N	Y	N	Y	C-3	C7B	1	1
6		RANGE E		2,229 26,748	2,653 31,836	2,917 35,004													
8		RANGE C		2,027 24,324	2,412 28,944	2,652 31,824													
1120			CLERICAL TRAINEE																
				946 11,352	1,726 20,712	1,898 22,776						N	Y	Y	Y	C-3	C7A	1	1

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				Rate 1	Rate 2	Rate 3	Rate 4	Rate 5	Rate 6	Rate 7	Rate 8										
1758		COLLECTIONS REPRESENTATIVE I		Service																	
				Min	Max	Max															
	1	RANGE A		2,205 26,460	2,611 31,332	2,872 34,464						N	Y	N	N	H-3	T7C	1	1		
	6	RANGE E		2,021 24,252	2,393 28,716	2,633 31,596															
	8	RANGE C		1,838 22,056	2,176 26,112	2,393 28,716															
	1759		COLLECTIONS REPRESENTATIVE II																		
		1	RANGE A		2,547 30,564	3,041 36,492	3,346 40,152						N	Y	N	N	H-3	T7C	1	1	
		6	RANGE E		2,335 28,020	2,788 33,456	3,067 36,804														
		8	RANGE C		2,123 25,476	2,534 30,408	2,788 33,456														
1757			COLLECTIONS REPRESENTATIVE TRAINEE																		
		1	RANGE A		1,902 22,824	1,998 23,976	2,198 26,376						N	Y	N	N	H-3	T7C	1	1	
		6	RANGE E		1,744 20,928	1,832 21,984	2,015 24,180														
		8	RANGE C		1,585 19,020	1,665 19,980	1,832 21,984														

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				Rate 1	Rate 2	Rate 3	Rate 4	Rate 5	Rate 6	Rate 7	Rate 8									
1927		DATA CONTROL TECHNICIAN		Service																
				Min	Max	Max														
	1	RANGE A		2,081 24,972	2,455 29,460	2,703 32,436						N	Y	Y	Y	F-5	T7C	1	1	
	6	RANGE E		1,908 22,896	2,250 27,000	2,478 29,736														
	8	RANGE C		1,734 20,808	2,046 24,552	2,253 27,036														
	1418		DATA ENTRY OPERATOR																	
		1	RANGE A		1,892 22,704	2,232 26,784	2,453 29,436						N	Y	Y	Y	F-4	T7C	1	1
		6	RANGE E		1,734 20,808	2,046 24,552	2,249 26,988													
		8	RANGE C		1,577 18,924	1,860 22,320	2,044 24,528													
1421			DATA ENTRY OPERATOR TRAINEE																	
		1	RANGE A		1,732 20,784	1,880 22,560	2,067 24,804						N	Y	Y	Y	F-4	T7C	1	1
		6	RANGE E		1,588 19,056	1,723 20,676	1,895 22,740													
		8	RANGE C		1,443 17,316	1,567 18,804	1,723 20,676													

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				Rate 1	Rate 2	Rate 3	Rate 4	Rate 5	Rate 6	Rate 7	Rate 8										
1070		DEPARTMENTAL SECRETARY I		Service																	
				Min	Max	Max															
	1	RANGE A		2,212 26,544	2,614 31,368	2,876 34,512						N	Y	Y	Y	C-1	C7A	1	1		
	6	RANGE E		2,028 24,336	2,396 28,752	2,636 31,632															
	8	RANGE C		1,843 22,116	2,178 26,136	2,397 28,764															
1072		DEPARTMENTAL SECRETARY I, DICTATING MACHINE TRANSCRIBING																			
	1	RANGE A		2,212 26,544	2,614 31,368	2,876 34,512						N	Y	Y	Y	C-1	C7A	1	1		
	6	RANGE E		2,028 24,336	2,396 28,752	2,636 31,632															
	8	RANGE C		1,843 22,116	2,178 26,136	2,397 28,764															
1071		DEPARTMENTAL SECRETARY I, STENOGRAPHY																			
	1	RANGE A		2,212 26,544	2,614 31,368	2,876 34,512						N	Y	Y	Y	C-1	C7A	1	1		
	6	RANGE E		2,028 24,336	2,396 28,752	2,636 31,632															
	8	RANGE C		1,843 22,116	2,178 26,136	2,397 28,764															

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				Rate 1	Rate 2	Rate 3	Rate 4	Rate 5	Rate 6	Rate 7	Rate 8									
1080		DEPARTMENTAL SECRETARY II																		
	1	RANGE A		Min	2,413	2,860	3,145					N	Y	N	Y	C-1	C7A	1	1	
					28,956	34,320	37,740													
	6	RANGE E		2,212	2,622	2,883														
					26,544	31,464	34,596													
	8	RANGE C		2,011	2,383	2,621														
					24,132	28,596	31,452													
	1082		DEPARTMENTAL SECRETARY II, DICTATING MACHINE TRANSCRIBING																	
	1	RANGE A			2,413	2,860	3,145						N	Y	N	Y	C-1	C7A	1	1
				28,956	34,320	37,740														
6	RANGE E			2,212	2,622	2,883														
				26,544	31,464	34,596														
8	RANGE C			2,011	2,383	2,621														
				24,132	28,596	31,452														
1081		DEPARTMENTAL SECRETARY II, STENOGRAPHY																		
1	RANGE A			2,413	2,860	3,145						N	Y	N	Y	C-1	C7A	1	1	
				28,956	34,320	37,740														
6	RANGE E			2,212	2,622	2,883														
				26,544	31,464	34,596														
8	RANGE C			2,011	2,383	2,621														
				24,132	28,596	31,452														

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				Rate 1	Rate 2	Rate 3	Rate 4	Rate 5	Rate 6	Rate 7	Rate 8										
1090		DEPARTMENTAL SECRETARY III		Service																	
				Min	Max	Max															
	1	RANGE A		2,641 31,692	3,144 37,728	3,459 41,508						N	Y	N	Y	C-1	C7B	1	1		
	6	RANGE E		2,421 29,052	2,882 34,584	3,171 38,052															
	8	RANGE C		2,201 26,412	2,620 31,440	2,883 34,596															
	1092		DEPARTMENTAL SECRETARY III, DICTATING MACHINE TRANSCRIBING																		
		1	RANGE A		2,641 31,692	3,144 37,728	3,459 41,508						N	Y	N	Y	C-1	C7B	1	1	
		6	RANGE E		2,421 29,052	2,882 34,584	3,171 38,052														
		8	RANGE C		2,201 26,412	2,620 31,440	2,883 34,596														
1091			DEPARTMENTAL SECRETARY III, STENOGRAPHY																		
		1	RANGE A		2,641 31,692	3,144 37,728	3,459 41,508						N	Y	N	Y	C-1	C7B	1	1	
		6	RANGE E		2,421 29,052	2,882 34,584	3,171 38,052														
		8	RANGE C		2,201 26,412	2,620 31,440	2,883 34,596														

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				Rate 1	Rate 2	Rate 3	Rate 4	Rate 5	Rate 6	Rate 7	Rate 8									
9692		DORMITORY SUPERVISOR																		
	1	RANGE A		Min	Service Max	Max						N	Y	Y	N	O-1	T7C	1	1	
				1,925	2,270	2,496														
				23,100	27,240	29,952														
	6	RANGE E		1,765	2,081	2,288														
				21,180	24,972	27,456														
	8	RANGE C		1,604	1,892	2,080														
				19,248	22,704	24,960														
3022		DRAFTING AID																		
	1	RANGE A		2,197	2,600	2,859						N	Y	N	N	N-3	T7C	1	1	
				26,364	31,200	34,308														
	6	RANGE E		2,014	2,383	2,621														
				24,168	28,596	31,452														
	8	RANGE C		1,831	2,167	2,383														
				21,972	26,004	28,596														
3023		DRAFTING TECHNICIAN I																		
	1	RANGE A		2,575	3,084	3,392						N	Y	N	N	N-3	T7D	1	1	
				30,900	37,008	40,704														
	6	RANGE E		2,360	2,827	3,109														
				28,320	33,924	37,308														
	8	RANGE C		2,146	2,570	2,827														
				25,752	30,840	33,924														

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				Rate 1	Rate 2	Rate 3	Rate 4	Rate 5	Rate 6	Rate 7	Rate 8										
3024		DRAFTING TECHNICIAN II		Service																	
				Min	Max	Max															
	1	RANGE A		3,084 37,008	3,711 44,532	4,080 48,960						N	Y	N	N	N-3	T7D	1	1		
	6	RANGE E		2,827 33,924	3,402 40,824	3,740 44,880															
	8	RANGE C		2,570 30,840	3,093 37,116	3,400 40,800															
	1450		DUPLICATING MACHINE OPERATOR I																		
		1	RANGE A		1,892 22,704	2,232 26,784	2,453 29,436						N	Y	Y	N	D-3	T7C	1	1	
		6	RANGE E		1,734 20,808	2,046 24,552	2,249 26,988														
		8	RANGE C		1,577 18,924	1,860 22,320	2,044 24,528														
1467			DUPLICATING MACHINE OPERATOR II, DIRECT IMPRESSION																		
		1	RANGE A		2,030 24,360	2,397 28,764	2,636 31,632						N	Y	Y	N	D-3	T7C	1	1	
		6	RANGE E		1,861 22,332	2,197 26,364	2,416 28,992														
		8	RANGE C		1,692 20,304	1,998 23,976	2,197 26,364														

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				Rate 1	Rate 2	Rate 3	Rate 4	Rate 5	Rate 6	Rate 7	Rate 8									
1466	1	DUPLICATING MACHINE OPERATOR II, OFFSET RANGE A		Service																
				Min	Max	Max														
				2,105	2,490	2,740														
				25,260	29,880	32,880														
1464	6	DUPLICATING MACHINE SUPERVISOR I RANGE E		Service																
				Min	Max	Max														
				1,930	2,283	2,512														
				23,160	27,396	30,144														
1160	8	EDITORIAL AID RANGE C		Service																
				Min	Max	Max														
				1,754	2,075	2,283														
				21,048	24,900	27,396														
1464	1	DUPLICATING MACHINE SUPERVISOR I RANGE A		Service																
				Min	Max	Max														
				2,346	2,788	3,066														
				28,152	33,456	36,792														
1160	6	EDITORIAL AID RANGE E		Service																
				Min	Max	Max														
				2,151	2,556	2,811														
				25,812	30,672	33,732														
1160	8	EDITORIAL AID RANGE C		Service																
				Min	Max	Max														
				1,906	2,261	2,488														
				22,872	27,132	29,856														

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				Rate 1	Rate 2	Rate 3	Rate 4	Rate 5	Rate 6	Rate 7	Rate 8									
1132		EXECUTIVE SECRETARY		Service																
				Min	Max	Max														
	1	RANGE A		2,776 33,312	3,336 40,032	3,668 44,016						N	Y	N	N	C-1	C7B	1	1	
	6	RANGE E		2,545 30,540	3,058 36,696	3,362 40,344														
	8	RANGE C		2,313 27,756	2,780 33,360	3,057 36,684														
	1413		GRAPHICS SPECIALIST I																	
1		RANGE A		2,205 26,460	2,611 31,332	2,872 34,464						N	Y	N	Y	D-3	T7C	1	1	
6		RANGE E		2,021 24,252	2,393 28,716	2,633 31,596														
8		RANGE C		1,838 22,056	2,176 26,112	2,393 28,716														
1414			GRAPHICS SPECIALIST II, GRAPHICS ART/TECHNICAL																	
		1	RANGE A		2,385 28,620	2,838 34,056	3,123 37,476						N	Y	N	Y	D-3	T7D	1	1
	6	RANGE E		2,186 26,232	2,602 31,224	2,863 34,356														
	8	RANGE C		1,988 23,856	2,365 28,380	2,603 31,236														

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				Rate 1	Rate 2	Rate 3	Rate 4	Rate 5	Rate 6	Rate 7	Rate 8									
9688		HEAD RESIDENT I																		
	1	RANGE A		Min	Service Max	Max						N	Y	N	N	O-1	P7C	1	1	
				2,431	2,875	3,162														
				29,172	34,500	37,944														
	6	RANGE E		2,228	2,635	2,899														
				26,736	31,620	34,788														
9687	8	RANGE C		2,026	2,396	2,635														
				24,312	28,752	31,620														
9687		HEAD RESIDENT II																		
	1	RANGE A		2,686	3,193	3,511						N	Y	N	N	O-1	P7D	1	1	
				32,232	38,316	42,132														
	6	RANGE E		2,462	2,927	3,218														
				29,544	35,124	38,616														
	8	RANGE C		2,238	2,661	2,926														
			26,856	31,932	35,112															
5210		HEALTH SERVICES ASSISTANT																		
	1	RANGE A		2,944	3,542	3,897						N	Y	N	N	I-4	T7D	1	1	
				35,328	42,504	46,764														
	6	RANGE E		2,699	3,247	3,572														
				32,388	38,964	42,864														
	8	RANGE C		2,453	2,952	3,248														
			29,436	35,424	38,976															

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				Rate 1	Rate 2	Rate 3	Rate 4	Rate 5	Rate 6	Rate 7	Rate 8									
1553		INVENTORY CLERK																		
	1	RANGE A		Min	Service Max	Max						N	Y	Y	Y	H-8	C7A	1	1	
				1,939	2,289	2,518														
				23,268	27,468	30,216														
	6	RANGE E		1,777	2,098	2,308														
				21,324	25,176	27,696														
1415	8	RANGE C		1,616	1,908	2,098														
				19,392	22,896	25,176														
1415		LEAD GRAPHICS SPECIALIST																		
	1	RANGE A		2,385	2,838	3,123						N	Y	N	Y	D-3	T7D	1	1	
				28,620	34,056	37,476														
	6	RANGE E		2,186	2,602	2,863														
				26,232	31,224	34,356														
	8	RANGE C		1,988	2,365	2,603														
			23,856	28,380	31,236															
2906		LIBRARY ASSISTANT I																		
	1	RANGE A		2,258	2,679	2,946						N	Y	N	Y	M-2	T7C	1	1	
				27,096	32,148	35,352														
	6	RANGE E		2,070	2,456	2,701														
				24,840	29,472	32,412														
	8	RANGE C		1,882	2,233	2,455														
			22,584	26,796	29,460															

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				Rate 1	Rate 2	Rate 3	Rate 4	Rate 5	Rate 6	Rate 7	Rate 8									
2905		LIBRARY ASSISTANT II																		
	1	RANGE A		Min	Service Max	Max						N	Y	N	Y	M-2	T7D	1	1	
				2,554	3,058	3,363														
				30,648	36,696	40,356														
	6	RANGE E		2,341	2,803	3,083														
				28,092	33,636	36,996														
	8	RANGE C		2,128	2,548	2,803														
				25,536	30,576	33,636														
2907		LIBRARY ASSISTANT III																		
	1	RANGE A		2,776	3,336	3,668						N	Y	N	Y	M-2	T7D	1	1	
				33,312	40,032	44,016														
	6	RANGE E		2,545	3,058	3,362														
				30,540	36,696	40,344														
	8	RANGE C		2,313	2,780	3,057														
				27,756	33,360	36,684														
2908		LIBRARY ASSISTANT IV																		
	1	RANGE A		2,942	3,531	3,882						N	Y	N	Y	M-2	T7C	1	1	
				35,304	42,372	46,584														
	6	RANGE E		2,697	3,237	3,559														
				32,364	38,844	42,708														
	8	RANGE C		2,452	2,943	3,235														
				29,424	35,316	38,820														

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				Rate 1	Rate 2	Rate 3	Rate 4	Rate 5	Rate 6	Rate 7	Rate 8								
2904		LIBRARY ASSISTANT TRAINEE																	
	1	RANGE A		Min		Service Max													
					2,044	2,253	2,478					N	Y	N	Y	M-2	T7C	1	1
					24,528	27,036	29,736												
	6	RANGE E			1,874	2,065	2,272												
					22,488	24,780	27,264												
8	RANGE C			1,703	1,878	2,065													
				20,436	22,536	24,780													
1505		MAIL CLERK																	
	1	RANGE A																	
					2,011	2,378	2,616					N	Y	Y	N	D-2	C7A	1	1
					24,132	28,536	31,392												
	6	RANGE E			1,843	2,180	2,398												
					22,116	26,160	28,776												
8	RANGE C			1,676	1,982	2,180													
				20,112	23,784	26,160													
1504		MAIL SERVICES SUPERVISOR I																	
	1	RANGE A																	
					2,240	2,654	2,921					N	Y	N	N	D-2	C7A	1	1
					26,880	31,848	35,052												
	6	RANGE E			2,053	2,433	2,678												
					24,636	29,196	32,136												
8	RANGE C			1,867	2,212	2,434													
				22,404	26,544	29,208													

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				Rate 1	Rate 2	Rate 3	Rate 4	Rate 5	Rate 6	Rate 7	Rate 8								
1142		MEDICAL SECRETARY																	
				Service															
				Min	Max	Max													
	1	RANGE A		2,444	2,917	3,210						N	Y	N	N	C-6	C7B	1	1
				29,328	35,004	38,520													
	6	RANGE E		2,240	2,674	2,943													
			26,880	32,088	35,316														
8	RANGE C		2,037	2,431	2,675														
			24,444	29,172	32,100														
1144		MEDICAL TRANSCRIBER																	
	1	RANGE A		2,187	2,588	2,847						N	Y	Y	N	C-6	C7A	1	1
				26,244	31,056	34,164													
	6	RANGE E		2,005	2,372	2,610													
				24,060	28,464	31,320													
	8	RANGE C		1,823	2,157	2,373													
			21,876	25,884	28,476														
1426		MICROGRAPHICS TECHNICIAN																	
	1	RANGE A		2,205	2,611	2,872						N	Y	N	Y	D-3	T7C	1	1
				26,460	31,332	34,464													
	6	RANGE E		2,021	2,393	2,633													
				24,252	28,716	31,596													
	8	RANGE C		1,838	2,176	2,393													
			22,056	26,112	28,716														

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				Rate 1	Rate 2	Rate 3	Rate 4	Rate 5	Rate 6	Rate 7	Rate 8									
1424		MICROGRAPHICS TECHNICIAN TRAINEE																		
	1	RANGE A		Min	Service Max	Max						N	Y	Y	Y	D-3	T7C	1	1	
				1,972	2,140	2,354														
				23,664	25,680	28,248														
	6	RANGE E		1,808	1,962	2,158														
				21,696	23,544	25,896														
8341	8	RANGE C		1,643	1,783	1,962														
				19,716	21,396	23,544														
8341		PARKING GARAGE SUPERVISOR																		
	1	RANGE A		2,346	2,788	3,066						N	Y	N	Y	E-3	M7E	1	1	
				28,152	33,456	36,792														
	6	RANGE E		2,151	2,556	2,811														
				25,812	30,672	33,732														
	8	RANGE C		1,955	2,323	2,555														
			23,460	27,876	30,660															
8351		PARKING OFFICER																		
	1	RANGE A		2,232	2,641	2,906						N	Y	N	Y	E-3	M7E	1	1	
				26,784	31,692	34,872														
	6	RANGE E		2,046	2,421	2,664														
				24,552	29,052	31,968														
	8	RANGE C		1,860	2,201	2,422														
			22,320	26,412	29,064															

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				Rate 1	Rate 2	Rate 3	Rate 4	Rate 5	Rate 6	Rate 7	Rate 8									
1100		PAYROLL TECHNICIAN I																		
	1	RANGE A		Min	Service Max	Max						N	Y	Y	N	C-4	C7A	1	1	
					2,232	2,643	2,910													
					26,784	31,716	34,920													
	6	RANGE E			2,046	2,423	2,668													
					24,552	29,076	32,016													
1101	8	RANGE C			1,860	2,203	2,425													
					22,320	26,436	29,100													
1102		PAYROLL TECHNICIAN II																		
	1	RANGE A			2,480	2,952	3,246						N	Y	N	N	C-4	C7B	1	1
					29,760	35,424	38,952													
	6	RANGE E			2,273	2,706	2,976													
					27,276	32,472	35,712													
	8	RANGE C			2,067	2,460	2,705													
				24,804	29,520	32,460														
1102		PAYROLL TECHNICIAN III																		
	1	RANGE A			2,823	3,389	3,727						N	Y	N	N	C-4	C7B	1	1
					33,876	40,668	44,724													
	6	RANGE E			2,588	3,107	3,416													
					31,056	37,284	40,992													
	8	RANGE C			2,353	2,824	3,106													
				28,236	33,888	37,272														
1099		PAYROLL TECHNICIAN TRAINEE																		
					1,925	2,270	2,496						N	Y	N	N	C-4	C7A	7	1
				23,100	27,240	29,952														

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				Rate 1	Rate 2	Rate 3	Rate 4	Rate 5	Rate 6	Rate 7	Rate 8									
1409		POWER KEYBOARD OPERATOR																		
	1	RANGE A		Min	Service Max	Max						N	Y	N	Y	D-3	T7C	1	1	
				2,124	2,514	2,764														
				25,488	30,168	33,168														
	6	RANGE E		1,947	2,305	2,534														
				23,364	27,660	30,408														
	8	RANGE C		1,770	2,095	2,303														
				21,240	25,140	27,636														
1408		POWER KEYBOARD OPERATOR TRAINEE																		
	1	RANGE A		1,972	2,140	2,354						N	Y	Y	Y	D-3	T7C	1	1	
				23,664	25,680	28,248														
	6	RANGE E		1,808	1,962	2,158														
				21,696	23,544	25,896														
	8	RANGE C		1,643	1,783	1,962														
				19,716	21,396	23,544														
1550		PROPERTY CLERK I																		
	1	RANGE A		2,240	2,654	2,921						N	Y	N	N	H-8	C7A	1	1	
				26,880	31,848	35,052														
	6	RANGE E		2,053	2,433	2,678														
				24,636	29,196	32,136														
	8	RANGE C		1,867	2,212	2,434														
				22,404	26,544	29,208														

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				Rate 1	Rate 2	Rate 3	Rate 4	Rate 5	Rate 6	Rate 7	Rate 8								
1549		PROPERTY CLERK II		Service								N	Y	N	N	H-8	C7B	1	1
				Min	Max	Max													
	1	RANGE A		2,544	3,042	3,347													
				30,528	36,504	40,164													
	6	RANGE E		2,332	2,789	3,068													
				27,984	33,468	36,816													
8	RANGE C		2,120	2,535	2,789														
			25,440	30,420	33,468														
8349		PUBLIC SAFETY DISPATCHER										N	Y	N	Y	E-3	M7E	1	1
	1	RANGE A		2,418	2,865	3,150													
				29,016	34,380	37,800													
	6	RANGE E		2,217	2,626	2,888													
				26,604	31,512	34,656													
	8	RANGE C		2,015	2,388	2,625													
			24,180	28,656	31,500														
1472		REPRODUCTION PROCESSES ASSISTANT										N	Y	N	Y	D-3	T7C	1	1
	1	RANGE A		2,258	2,679	2,946													
				27,096	32,148	35,352													
	6	RANGE E		2,070	2,456	2,701													
				24,840	29,472	32,412													
	8	RANGE C		1,882	2,233	2,455													
			22,584	26,796	29,460														

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				Rate 1	Rate 2	Rate 3	Rate 4	Rate 5	Rate 6	Rate 7	Rate 8									
1471		REPRODUCTION PROCESSES SUPERVISOR I		Service																
				Min	Max	Max														
	1	RANGE A		2,554 30,648	3,058 36,696	3,363 40,356						N	Y	N	Y	D-3	T7D	1	1	
	6	RANGE E		2,341 28,092	2,803 33,636	3,083 36,996														
	8	RANGE C		2,128 25,536	2,548 30,576	2,803 33,636														
	1129		SECRETARY																	
1		RANGE A		2,268 27,216	2,683 32,196	2,950 35,400						N	Y	N	N	C-1	C7A	1	1	
2		RANGE B		2,268 27,216	2,683 32,196	2,950 35,400														
6		RANGE E		2,079 24,948	2,459 29,508	2,704 32,448														
7		RANGE F		2,079 24,948	2,459 29,508	2,704 32,448														
8		RANGE C		1,890 22,680	2,236 26,832	2,458 29,496														
1928		SENIOR DATA CONTROL TECHNICIAN																		
	1	RANGE A		2,325 27,900	2,758 33,096	3,035 36,420						N	Y	N	Y	F-5	T7D	1	1	
	6	RANGE E		2,131 25,572	2,528 30,336	2,782 33,384														
	8	RANGE C		1,938 23,256	2,298 27,576	2,529 30,348														

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				Rate 1	Rate 2	Rate 3	Rate 4	Rate 5	Rate 6	Rate 7	Rate 8									
1416		SENIOR DATA ENTRY OPERATOR																		
	1	RANGE A		Min	Service Max	Max						N	Y	N	Y	F-4	T7C	1	1	
				2,113	2,502	2,751														
				25,356	30,024	33,012														
	6	RANGE E		1,937	2,294	2,522														
				23,244	27,528	30,264														
1130		SENIOR SECRETARY																		
	1	RANGE A		2,479	2,950	3,245						N	Y	N	N	C-1	C7B	1	1	
				29,748	35,400	38,940														
	6	RANGE E		2,272	2,704	2,975														
				27,264	32,448	35,700														
	8	RANGE C		2,066	2,458	2,704														
			24,792	29,496	32,448															
1502		SHIPPING AND RECEIVING ASSISTANT I																		
	1	RANGE A		2,240	2,654	2,921						N	Y	N	N	H-8	C7A	1	1	
				26,880	31,848	35,052														
	6	RANGE E		2,053	2,433	2,678														
				24,636	29,196	32,136														
	8	RANGE C		1,867	2,212	2,434														
			22,404	26,544	29,208															

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				Rate 1	Rate 2	Rate 3	Rate 4	Rate 5	Rate 6	Rate 7	Rate 8									
2935		SLIDE CURATOR I																		
	1	RANGE A		Min	Service Max	Max						N	Y	N	N	P-1	T7D	1	1	
				2,642	3,160	3,476														
				31,704	37,920	41,712														
	6	RANGE E		2,422	2,897	3,186														
				29,064	34,764	38,232														
	8	RANGE C		2,202	2,633	2,897														
				26,424	31,596	34,764														
2936		SLIDE CURATOR II																		
	1	RANGE A		3,018	3,627	3,990						N	Y	N	N	P-1	T7D	1	1	
				36,216	43,524	47,880														
	6	RANGE E		2,767	3,325	3,658														
				33,204	39,900	43,896														
	8	RANGE C		2,515	3,023	3,325														
				30,180	36,276	39,900														
1509		STOCK CLERK																		
	1	RANGE A		2,088	2,471	2,717						N	Y	Y	Y	H-8	C7A	1	1	
				25,056	29,652	32,604														
	6	RANGE E		1,914	2,265	2,491														
				22,968	27,180	29,892														
	8	RANGE C		1,740	2,059	2,264														
				20,880	24,708	27,168														

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				Rate 1	Rate 2	Rate 3	Rate 4	Rate 5	Rate 6	Rate 7	Rate 8									
1506		STOREKEEPER I																		
	1	RANGE A		Min	Service Max	Max						N	Y	N	Y	H-8	C7A	1	1	
				2,240	2,654	2,921														
				26,880	31,848	35,052														
	6	RANGE E		2,053	2,433	2,678														
				24,636	29,196	32,136														
8	RANGE C		1,867	2,212	2,434															
			22,404	26,544	29,208															
1727		SUPERVISING ACCOUNT CLERK I																		
	1	RANGE A		2,437	2,905	3,195						N	Y	N	N	C-4	C7B	1	1	
				29,244	34,860	38,340														
	6	RANGE E		2,234	2,663	2,929														
				26,808	31,956	35,148														
	8	RANGE C		2,031	2,421	2,663														
			24,372	29,052	31,956															
1428		SUPERVISING MICROGRAPHICS TECHNICIAN I																		
	1	RANGE A		2,385	2,838	3,123						N	Y	N	Y	D-3	T7D	1	1	
				28,620	34,056	37,476														
	6	RANGE E		2,186	2,602	2,863														
				26,232	31,224	34,356														
	8	RANGE C		1,988	2,365	2,603														
			23,856	28,380	31,236															

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				Rate 1	Rate 2	Rate 3	Rate 4	Rate 5	Rate 6	Rate 7	Rate 8										
1430	1	SUPERVISING MICROGRAPHICS TECHNICIAN II RANGE A	3	Min	Service								N	Y	N	Y	D-3	T7D	1	1	
				Max	Max																
				2,599	3,110	3,421															
				31,188	37,320	41,052															
				2,382	2,851	3,136															
				28,584	34,212	37,632															
8353	6	SUPERVISING PARKING OFFICER RANGE E	3	2,382	2,851	3,136						N	Y	N	Y	E-3	M7E	1	1		
				28,584	34,212	37,632															
				2,166	2,592	2,851															
				25,992	31,104	34,212															
				2,325	2,758	3,035															
				27,900	33,096	36,420															
1628	8	SUPERVISING TELEPHONE OPERATOR RANGE C	3	2,131	2,528	2,782						N	Y	N	Y	D-1	C7A	1	1		
				25,572	30,336	33,384															
				1,938	2,298	2,529															
				23,256	27,576	30,348															
				2,113	2,502	2,751															
				25,356	30,024	33,012															
1628	6	SUPERVISING TELEPHONE OPERATOR RANGE E	3	1,937	2,294	2,522						N	Y	N	Y	D-1	C7A	1	1		
				23,244	27,528	30,264															
				1,761	2,085	2,293															
				21,132	25,020	27,516															
				2,113	2,502	2,751															
				25,356	30,024	33,012															

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				Rate 1	Rate 2	Rate 3	Rate 4	Rate 5	Rate 6	Rate 7	Rate 8									
1635	1	TELEPHONE OPERATOR RANGE A		Service								N	Y	Y	Y	D-1	C7A	1	1	
				Min	Max	Max														
				1,868	2,205	2,427														
				22,416	26,460	29,124														
	6	RANGE E		1,712	2,021	2,225														
				20,544	24,252	26,700														
	8	RANGE C		1,557	1,838	2,023														
				18,684	22,056	24,276														

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				Rate 1	Rate 2	Rate 3	Rate 4	Rate 5	Rate 6	Rate 7	Rate 8									
2867		ACCOMPANIST I																		
	1	RANGE A		Min	Service Max	Max						N	Y	N	N	P-1	T9A	1	1	
					2,197	2,600	2,859													
					26,364	31,200	34,308													
	6	RANGE E			2,014	2,383	2,621													
					24,168	28,596	31,452													
2866	8	RANGE C			1,831	2,167	2,383													
					21,972	26,004	28,596													
2866		ACCOMPANIST II																		
	1	RANGE A			2,689	3,228	3,550						N	Y	N	N	P-1	T9A	1	1
					32,268	38,736	42,600													
	6	RANGE E			2,465	2,959	3,254													
					29,580	35,508	39,048													
	8	RANGE C			2,241	2,690	2,958													
				26,892	32,280	35,496														
1762		ACCOUNTANT I																		
	1	RANGE A			3,048	3,671	4,039						N	Y	N	Y	H-3	P9C	1	1
					36,576	44,052	48,468													
	6	RANGE E			2,794	3,365	3,702													
					33,528	40,380	44,424													
	8	RANGE C			2,540	3,059	3,366													
				30,480	36,708	40,392														

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				Rate 1	Rate 2	Rate 3	Rate 4	Rate 5	Rate 6	Rate 7	Rate 8									
4555		ACCOUNTANT II																		
	1	RANGE A		Min	Service Max	Max						E	N	N	N	H-3	P9C	1	1	
				3,327	4,005	4,406														
				39,924	48,060	52,872														
	6	RANGE E		3,050	3,671	4,039														
				36,600	44,052	48,468														
1036	8	RANGE C		2,773	3,338	3,672														
				33,276	40,056	44,064														
1036		ADMINISTRATIVE ANALYST/SPECIALIST -10/12																		
	1	NON-EXEMPT		2,323	3,160	3,718						N	Y	N	Y	H-1	P9C	1	1	
				27,876	37,920	44,616														
	2	EXEMPT I		2,754	3,443	4,132						E	N		N		P9D			
				33,048	41,316	49,584														
	3	EXEMPT II		3,316	4,062	4,808						E	N		N		P9D			
			39,792	48,744	57,696															
1037		ADMINISTRATIVE ANALYST/SPECIALIST -11/12																		
	1	NON-EXEMPT		2,556	3,476	4,089						N	Y	N	Y	H-1	P9C	1	1	
				30,672	41,712	49,068														
	2	EXEMPT I		3,030	3,788	4,545						E	N		N		P9D			
				36,360	45,456	54,540														
	3	EXEMPT II		3,647	4,468	5,289						E	N		N		P9D			
			43,764	53,616	63,468															

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				Rate 1	Rate 2	Rate 3	Rate 4	Rate 5	Rate 6	Rate 7	Rate 8								
1038	1	ADMINISTRATIVE ANALYST/SPECIALIST -12 MONTH NON-EXEMPT		Service								N	Y	N	Y	H-1	P9C	1	1
				Min	Max	Max													
				2,788 33,456	3,792 45,504	4,461 53,532													
1038	2	EXEMPT I		3,305	4,132	4,958					E	N		N	P9D				
				39,660	49,584	59,496													
1038	3	EXEMPT II		3,979	4,874	5,770					E	N		N	P9D				
				47,748	58,488	69,240													
5341	1	ADMINISTRATIVE OPERATIONS ANALYST I RANGE A		2,788	3,352	3,687					N	Y	N	Y	H-1	P9C	1	1	
				33,456	40,224	44,244													
5341	6	RANGE E		2,556	3,073	3,380													
				30,672	36,876	40,560													
5341	8	RANGE C		2,323	2,793	3,073													
				27,876	33,516	36,876													
5342	1	ADMINISTRATIVE OPERATIONS ANALYST II RANGE A		3,305	3,979	4,377					N	Y	N	Y	H-1	P9C	1	1	
				39,660	47,748	52,524													
5342	6	RANGE E		3,030	3,647	4,012													
				36,360	43,764	48,144													
5342	8	RANGE C		2,754	3,316	3,648													
				33,048	39,792	43,776													

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				Rate 1	Rate 2	Rate 3	Rate 4	Rate 5	Rate 6	Rate 7	Rate 8									
5343		ADMINISTRATIVE OPERATIONS ANALYST III		Service																
				Min	Max	Max														
	1	RANGE A		3,979 47,748	4,796 57,552	5,276 63,312						E	N	N	N	H-1	P9D	1	1	
	6	RANGE E		3,647 43,764	4,396 52,752	4,836 58,032														
	8	RANGE C		3,316 39,792	3,997 47,964	4,397 52,764														
	5255		ADMINISTRATIVE TRAINEE										N	Y	N	N	H-1	P9C	1	1
0402		ANALYST/PROGRAMMER -10/12																		
	1	FOUNDATION		2,347 28,164	3,285 39,420	3,413 40,956						N	Y	N	Y	F-3	P9C	1	1	
	2	CAREER		2,956 35,472	4,037 48,444	5,513 66,156						E	N		N		P9D			
	3	EXPERT		4,224 50,688	4,224 50,688	6,179 74,148						E	N		N		P9D			

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				Rate 1	Rate 2	Rate 3	Rate 4	Rate 5	Rate 6	Rate 7	Rate 8								
0401	1	ANALYST/PROGRAMMER -11/12 FOUNDATION		Service				N	Y	N	Y	F-3	P9C	1	1				
				Min	Max	Max													
				2,581	3,614	3,754													
				30,972	43,368	45,048													
0400	2	ANALYST/PROGRAMMER -12 CAREER		Service				E	N	N	N	F-3	P9D	1	1				
				Min	Max	Max													
				3,251	4,440	6,064													
				39,012	53,280	72,768													
0670	3	ANIMAL HEALTH TECHNICIAN RANGE A		Service				E	N	N	Y	A-2	T9A	1	1				
				Min	Max	Max													
				4,647	4,647	6,797													
				55,764	55,764	81,564													
0670	6	ANIMAL HEALTH TECHNICIAN RANGE E		Service				N	Y	N	Y	A-2	T9A	1	1				
				Min	Max	Max													
				2,827	3,402	3,740													
				33,924	40,824	44,880													
0670	8	ANIMAL HEALTH TECHNICIAN RANGE C		Service				N	Y	N	Y	A-2	T9A	1	1				
				Min	Max	Max													
				2,570	3,093	3,400													
				30,840	37,116	40,800													

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				Rate 1	Rate 2	Rate 3	Rate 4	Rate 5	Rate 6	Rate 7	Rate 8										
5287		ASSISTANT BUDGET ANALYST		Service																	
				Min	Max	Max															
	1	RANGE A		3,156 37,872	3,796 45,552	4,175 50,100						N	Y	N	Y	H-4	P9C	1	1		
	6	RANGE E		2,893 34,716	3,480 41,760	3,827 45,924															
	8	RANGE C		2,630 31,560	3,163 37,956	3,479 41,748															
	5284		ASSOCIATE BUDGET ANALYST																		
		1	RANGE A		3,796 45,552	4,578 54,936	5,037 60,444						E	N	N	N	H-4	P9D	1	1	
		6	RANGE E		3,480 41,760	4,197 50,364	4,617 55,404														
		8	RANGE C		3,163 37,956	3,815 45,780	4,198 50,376														
5784			ASSOCIATE, ACADEMIC AND INSTITUTIONAL STUDIES I																		
		1	RANGE A		3,575 42,900	4,306 51,672	4,737 56,844						E	N	N	N	H-2	P9D	1	1	
		6	RANGE E		3,277 39,324	3,947 47,364	4,342 52,104														
		8	RANGE C		2,979 35,748	3,588 43,056	3,948 47,376														

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				Rate 1	Rate 2	Rate 3	Rate 4	Rate 5	Rate 6	Rate 7	Rate 8								
5783	1	ASSOCIATE, ACADEMIC AND INSTITUTIONAL STUDIES II	RANGE A	Service				E	N	N	N	H-2	P9D	1	1				
				Min	Max	Max													
				4,516	5,448	5,994													
				54,192	65,376	71,928													
				4,140	4,994	5,495													
				49,680	59,928	65,940													
5787	1	ASSOCIATE, ACADEMIC AND INSTITUTIONAL STUDIES III	RANGE A	Service				E	N	N	N	H-2	P9D	1	1				
				Min	Max	Max													
				5,713	6,909	7,598													
				68,556	82,908	91,176													
				5,237	6,333	6,965													
				62,844	75,996	83,580													
1514	1	ATHLETIC EQUIPMENT ATTENDANT I	RANGE A	Service				N	Y	Y	Y	P-1	T9A	1	1				
				Min	Max	Max													
				2,030	2,397	2,636													
				24,360	28,764	31,632													
				1,861	2,197	2,416													
				22,332	26,364	28,992													
1514	6	ATHLETIC EQUIPMENT ATTENDANT I	RANGE E	Service				N	Y	Y	Y	P-1	T9A	1	1				
				Min	Max	Max													
				1,692	1,998	2,197													
				20,304	23,976	26,364													
				1,692	1,998	2,197													
				20,304	23,976	26,364													

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				Rate 1	Rate 2	Rate 3	Rate 4	Rate 5	Rate 6	Rate 7	Rate 8								
1513	1	ATHLETIC EQUIPMENT ATTENDANT II		Service				N	Y	N	Y	P-1	T9A	1	1				
				Min	Max	Max													
				2,269	2,689	2,959													
				27,228	32,268	35,508													
				2,080	2,465	2,712													
				24,960	29,580	32,544													
				1,891	2,241	2,466													
				22,692	26,892	29,592													
8980	1	CAMPUS FIRE APPARATUS ENGINEER		Service				O	Y	N	N	E-3	T9A	1	1				
				Min	Max	Max													
				2,999	3,606	3,966													
				35,988	43,272	47,592													
				2,749	3,306	3,636													
				32,988	39,672	43,632													
				2,499	3,005	3,305													
				29,988	36,060	39,660													
0301	1	CMA ASSOCIATE PERSONNEL ANALYST		Service				N	Y	N	N	H-5	P9C	1	1				
				Min	Max	Max													
				3,863	4,662	5,127													
				46,356	55,944	61,524													
				3,541	4,274	4,700													
				42,492	51,288	56,400													
				3,219	3,885	4,273													
				38,628	46,620	51,276													

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				Rate 1	Rate 2	Rate 3	Rate 4	Rate 5	Rate 6	Rate 7	Rate 8									
0300		CMA STAFF SERVICES ANALYST																		
	1	RANGE A		Min	Max	Max						N	Y	N	N	H-5	P9C	1	1	
				3,213	3,863	4,249														
				38,556	46,356	50,988														
	6	RANGE E		2,945	3,541	3,895														
				35,340	42,492	46,740														
0302	8	RANGE C		2,678	3,219	3,541														
				32,136	38,628	42,492														
0302		CMA STUDENT AFFAIRS OFFICER I																		
	1	NON-CRUISE		2,903	3,560	3,915						N	Y	N	N	O-1	P4A	1	3	
				34,836	42,720	46,980														
	3	CRUISE		3,311	4,062	4,470														
				39,732	48,744	53,640														
0303		CMA STUDENT AFFAIRS OFFICER II																		
	1	NON-CRUISE		3,213	3,905	4,296						N	Y	N	N	O-1	P4A	1	3	
				38,556	46,860	51,552														
	3	CRUISE		3,666	4,454	4,901														
				43,992	53,448	58,812														
6514		COSTUME TECHNICIAN I																		
	1	RANGE A		2,575	3,084	3,392						N	Y	N	Y	P-1	T9A	1	1	
				30,900	37,008	40,704														
	6	RANGE E		2,360	2,827	3,109														
				28,320	33,924	37,308														
	8	RANGE C		2,146	2,570	2,827														
				25,752	30,840	33,924														

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				Rate 1	Rate 2	Rate 3	Rate 4	Rate 5	Rate 6	Rate 7	Rate 8									
6515		COSTUME TECHNICIAN II																		
	1	RANGE A		Min	Service Max	Max						N	Y	N	Y	P-1	T9A	1	1	
				2,815	3,381	3,720														
				33,780	40,572	44,640														
	6	RANGE E		2,580	3,099	3,410														
				30,960	37,188	40,920														
	8	RANGE C		2,346	2,818	3,100														
				28,152	33,816	37,200														
0648		CROP TECHNICIAN I																		
	1	RANGE A		2,724	3,274	3,602						O	Y	N	Y	A-2	T9A	1	1	
				32,688	39,288	43,224														
	6	RANGE E		2,497	3,001	3,302														
				29,964	36,012	39,624														
	8	RANGE C		2,270	2,728	3,002														
				27,240	32,736	36,024														
0651		CROP TECHNICIAN II																		
	1	RANGE A		2,986	3,588	3,948						O	Y	N	Y	A-2	T9A	1	1	
				35,832	43,056	47,376														
	6	RANGE E		2,737	3,289	3,619														
				32,844	39,468	43,428														
	8	RANGE C		2,488	2,990	3,290														
				29,856	35,880	39,480														

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				Rate 1	Rate 2	Rate 3	Rate 4	Rate 5	Rate 6	Rate 7	Rate 8									
6970		DIVING SAFETY OFFICER																		
	1	RANGE A		Min		Max						E	N	N	N	P-1	T9B	1	1	
				3,557	4,288	4,716														
				42,684	51,456	56,592														
	6	RANGE E		3,261	3,931	4,323														
				39,132	47,172	51,876														
8	RANGE C		2,964	3,573	3,930															
			35,568	42,876	47,160															
7000		EQUIPMENT MAINTENANCE ASSISTANT																		
	1	RANGE A		2,575	3,084	3,392						N	Y	N	Y	P-1	T9A	1	1	
				30,900	37,008	40,704														
	6	RANGE E		2,360	2,827	3,109														
				28,320	33,924	37,308														
	8	RANGE C		2,146	2,570	2,827														
			25,752	30,840	33,924															
0442		EQUIPMENT SYSTEMS SPECIALIST -10/12																		
	1	FOUNDATION		1,947	2,506	2,506						N	Y	N	Y	F-4	T9A	1	1	
				23,364	30,072	30,072														
	2	CAREER		2,290	2,867	3,444														
				27,480	34,404	41,328														
	3	EXPERT		2,863	2,863	3,753														
			34,356	34,356	45,036															

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				Rate 1	Rate 2	Rate 3	Rate 4	Rate 5	Rate 6	Rate 7	Rate 8								
0441	1	EQUIPMENT SYSTEMS SPECIALIST -11/12 FOUNDATION		Service								N	Y	N	Y	F-4	T9A	1	1
				Min	Max	Max													
				2,141	2,756	2,756													
				25,692	33,072	33,072													
				2,519	3,153	3,789													
				30,228	37,836	45,468													
				3,149	3,149	4,129													
				37,788	37,788	49,548													
0440	1	EQUIPMENT SYSTEMS SPECIALIST -12 FOUNDATION		Service								N	Y	N	Y	F-4	T9A	1	1
				Min	Max	Max													
				2,336	3,007	3,007													
				28,032	36,084	36,084													
				2,748	3,440	4,133													
				32,976	41,280	49,596													
				3,435	3,435	4,504													
				41,220	41,220	54,048													
7002	1	EQUIPMENT TECHNICIAN I, ELECTRO-MECHANICAL RANGE A		Service								N	Y	N	Y	P-1	T9A	1	1
				Min	Max	Max													
				2,815	3,381	3,720													
				33,780	40,572	44,640													
				2,580	3,099	3,410													
				30,960	37,188	40,920													
				2,346	2,818	3,100													
				28,152	33,816	37,200													

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				Rate 1	Rate 2	Rate 3	Rate 4	Rate 5	Rate 6	Rate 7	Rate 8								
7003	1	EQUIPMENT TECHNICIAN I, ELECTRONIC		Service								N	Y	N	Y	P-1	T9A	1	1
				Min	Max	Max													
				2,815	3,381	3,720													
				33,780	40,572	44,640													
				2,580	3,099	3,410													
				30,960	37,188	40,920													
				2,346	2,818	3,100													
				28,152	33,816	37,200													
7001	1	EQUIPMENT TECHNICIAN I, MECHANICAL		Service								N	Y	N	Y	P-1	T9A	1	1
				Min	Max	Max													
				2,815	3,381	3,720													
				33,780	40,572	44,640													
				2,580	3,099	3,410													
				30,960	37,188	40,920													
				2,346	2,818	3,100													
				28,152	33,816	37,200													
7004	1	EQUIPMENT TECHNICIAN I, SPECIALIZED EQUIPMENT		Service								N	Y	N	Y	P-1	T9A	1	1
				Min	Max	Max													
				2,815	3,381	3,720													
				33,780	40,572	44,640													
				2,580	3,099	3,410													
				30,960	37,188	40,920													
				2,346	2,818	3,100													
				28,152	33,816	37,200													

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				Rate 1	Rate 2	Rate 3	Rate 4	Rate 5	Rate 6	Rate 7	Rate 8									
7012	1	EQUIPMENT TECHNICIAN II, ELECTRO-MECHANICAL		Service																
				Min	Max	Max														
				3,084	3,711	4,080														
				37,008	44,532	48,960														
				2,827	3,402	3,740														
				33,924	40,824	44,880														
				2,570	3,093	3,400														
				30,840	37,116	40,800														
				N	Y	N	Y													
7013	1	EQUIPMENT TECHNICIAN II, ELECTRONIC		3,084	3,711	4,080	N	Y	N	Y	P-1	T9A	1	1						
				37,008	44,532	48,960														
				2,827	3,402	3,740														
				33,924	40,824	44,880														
				2,570	3,093	3,400														
				30,840	37,116	40,800														
				N	Y	N	Y	P-1	T9A	1	1									
				7011	1	EQUIPMENT TECHNICIAN II, MECHANICAL		3,084	3,711	4,080	N	Y	N	Y	P-1	T9A	1	1		
								37,008	44,532	48,960										
2,827	3,402	3,740																		
33,924	40,824	44,880																		
2,570	3,093	3,400																		
30,840	37,116	40,800																		
N	Y	N	Y					P-1	T9A	1	1									

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				Rate 1	Rate 2	Rate 3	Rate 4	Rate 5	Rate 6	Rate 7	Rate 8								
7014		EQUIPMENT TECHNICIAN II, SPECIALIZED EQUIPMENT		Service															
			Min	Max	Max														
	1		RANGE A	3,084 37,008	3,711 44,532	4,080 48,960													
	6		RANGE E	2,827 33,924	3,402 40,824	3,740 44,880													
	8		RANGE C	2,570 30,840	3,093 37,116	3,400 40,800													
7022		EQUIPMENT TECHNICIAN III, ELECTRO-MECHANICAL																	
	1		RANGE A	3,381 40,572	4,073 48,876	4,482 53,784													
	6		RANGE E	3,099 37,188	3,734 44,808	4,109 49,308													
	8		RANGE C	2,818 33,816	3,394 40,728	3,735 44,820													
7023		EQUIPMENT TECHNICIAN III, ELECTRONIC																	
	1		RANGE A	3,381 40,572	4,073 48,876	4,482 53,784													
	6		RANGE E	3,099 37,188	3,734 44,808	4,109 49,308													
	8		RANGE C	2,818 33,816	3,394 40,728	3,735 44,820													

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				Rate 1	Rate 2	Rate 3	Rate 4	Rate 5	Rate 6	Rate 7	Rate 8								
7021	1	EQUIPMENT TECHNICIAN III, MECHANICAL RANGE A	3,381 40,572	4,073 48,876	4,482 53,784	Service		N	Y	N	N	P-1	T9B	1	1				
						Min	Max									Max			
						6	3,099 37,188									3,734 44,808	4,109 49,308		
						8	2,818 33,816									3,394 40,728	3,735 44,820		
						6	3,099 37,188									3,734 44,808	4,109 49,308		
						8	2,818 33,816									3,394 40,728	3,735 44,820		
7024	1	EQUIPMENT TECHNICIAN III, SPECIALIZED EQUIPMENT RANGE A	3,381 40,572	4,073 48,876	4,482 53,784	Service		N	Y	N	N	P-1	T9B	1	1				
						Min	Max									Max			
						6	3,099 37,188									3,734 44,808	4,109 49,308		
						8	2,818 33,816									3,394 40,728	3,735 44,820		
						6	3,099 37,188									3,734 44,808	4,109 49,308		
						8	2,818 33,816									3,394 40,728	3,735 44,820		
0638	1	FARM LABORER RANGE A	2,063 24,756	2,440 29,280	2,685 32,220	Service		O	Y	Y	N	A-2	T9A	1	1				
						Min	Max									Max			
						6	1,891 22,692									2,237 26,844	2,461 29,532		
						8	1,719 20,628									2,033 24,396	2,238 26,856		
						6	1,891 22,692									2,237 26,844	2,461 29,532		
						8	1,719 20,628									2,033 24,396	2,238 26,856		

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				Rate 1	Rate 2	Rate 3	Rate 4	Rate 5	Rate 6	Rate 7	Rate 8									
0627		FARM SUPERVISOR I																		
	1	RANGE A		Min	3,127	3,762	4,137					E	N	N	N	A-2	T9A	1	1	
					37,524	45,144	49,644													
	6	RANGE E			2,866	3,449	3,792													
					34,392	41,388	45,504													
	8	RANGE C			2,606	3,135	3,448													
					31,272	37,620	41,376													
	5330		FEDERAL PROGRAMS COORDINATOR										E	N	N	N	H-1	P9D	1	1
	1	RANGE A			3,352	4,036	4,439													
				40,224	48,432	53,268														
6	RANGE E			3,073	3,700	4,069														
				36,876	44,400	48,828														
8	RANGE C			2,793	3,363	3,699														
				33,516	40,356	44,388														
0687		FEED MILL OPERATOR																		
	1	RANGE A			2,986	3,588	3,948					O	Y	N	N	A-1	T9A	1	1	
					35,832	43,056	47,376													
	6	RANGE E			2,737	3,289	3,619													
					32,844	39,468	43,428													
	8	RANGE C			2,488	2,990	3,290													
				29,856	35,880	39,480														

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				Rate 1	Rate 2	Rate 3	Rate 4	Rate 5	Rate 6	Rate 7	Rate 8									
6960		FISH HATCHERY MANAGER																		
	1	RANGE A		Min	Max	Max						E	N	N	N	P-1	T9A	1	1	
				3,084	3,711	4,080														
				37,008	44,532	48,960														
	6	RANGE E		2,827	3,402	3,740														
				33,924	40,824	44,880														
8	RANGE C		2,570	3,093	3,400															
			30,840	37,116	40,800															
7512		GLASSBLOWER																		
	1	RANGE A		3,414	4,112	4,523						N	Y	N	N	P-1	T9A	1	1	
				40,968	49,344	54,276														
	6	RANGE E		3,130	3,769	4,146														
				37,560	45,228	49,752														
	8	RANGE C		2,845	3,427	3,769														
			34,140	41,124	45,228															
2929		GRAPHIC ARTIST I																		
	1	RANGE A		2,799	3,364	3,701						N	Y	N	N	P-1	T9A	1	1	
				33,588	40,368	44,412														
	6	RANGE E		2,566	3,084	3,393														
				30,792	37,008	40,716														
	8	RANGE C		2,333	2,803	3,084														
			27,996	33,636	37,008															

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				Rate 1	Rate 2	Rate 3	Rate 4	Rate 5	Rate 6	Rate 7	Rate 8									
2930	1	GRAPHIC ARTIST II RANGE A		Service								N	Y	N	N	P-1	T9A	1	1	
				Min	Max	Max														
				3,215	3,869	4,257														
				38,580	46,428	51,084														
				2,947	3,547	3,902														
				35,364	42,564	46,824														
2930	6	RANGE E		Service								N	Y	N	N	P-1	T9A	1	1	
				Min	Max	Max														
				2,679	3,224	3,548														
				32,148	38,688	42,576														
				2,947	3,547	3,902														
				35,364	42,564	46,824														
2930	8	RANGE C		Service								N	Y	N	N	P-1	T9A	1	1	
				Min	Max	Max														
				2,679	3,224	3,548														
				32,148	38,688	42,576														
				2,947	3,547	3,902														
				35,364	42,564	46,824														
0422	1	INFORMATION TECHNOLOGY CONSULTANT -10/12 FOUNDATION		Service								N	Y	N	Y	F-3	P9C	1	1	
				Min	Max	Max														
				2,347	3,285	3,413														
				28,164	39,420	40,956														
				2,956	4,037	5,513														
				35,472	48,444	66,156														
0422	2	CAREER		Service								E	N	N	N	P9D	1	1		
				Min	Max	Max														
				4,224	4,224	6,179														
				50,688	50,688	74,148														
				2,956	4,037	5,513														
				35,472	48,444	66,156														
0422	3	EXPERT		Service								E	N	N	N	P9D	1	1		
				Min	Max	Max														
				4,224	4,224	6,179														
				50,688	50,688	74,148														
				2,956	4,037	5,513														
				35,472	48,444	66,156														
0421	1	INFORMATION TECHNOLOGY CONSULTANT -11/12 FOUNDATION		Service								N	Y	N	Y	F-3	P9C	1	1	
				Min	Max	Max														
				2,581	3,614	3,754														
				30,972	43,368	45,048														
				3,251	4,440	6,064														
				39,012	53,280	72,768														
0421	2	CAREER		Service								E	N	N	N	P9D	1	1		
				Min	Max	Max														
				4,647	4,647	6,797														
				55,764	55,764	81,564														
				3,251	4,440	6,064														
				39,012	53,280	72,768														
0421	3	EXPERT		Service								E	N	N	N	P9D	1	1		
				Min	Max	Max														
				4,647	4,647	6,797														
				55,764	55,764	81,564														
				3,251	4,440	6,064														
				39,012	53,280	72,768														

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				Rate 1	Rate 2	Rate 3	Rate 4	Rate 5	Rate 6	Rate 7	Rate 8								
0420	1	INFORMATION TECHNOLOGY CONSULTANT -12 FOUNDATION		Service								N	Y	N	Y	F-3	P9C	1	1
				Min	Max	Max													
				2,816	3,942	4,095													
				33,792	47,304	49,140													
1577	1	INSTRUCTIONAL SUPPORT ASSISTANT I RANGE A		Service								N	Y	Y	Y	P-1	T9A	1	1
				2,030	2,397	2,636													
				24,360	28,764	31,632													
1578	1	INSTRUCTIONAL SUPPORT ASSISTANT II RANGE A		Service								N	Y	N	Y	P-1	T9A	1	1
				2,269	2,689	2,959													
				27,228	32,268	35,508													
1578	6	INSTRUCTIONAL SUPPORT ASSISTANT II RANGE E		Service								N	Y	N	Y	P-1	T9A	1	1
				2,080	2,465	2,712													
				24,960	29,580	32,544													
1578	8	INSTRUCTIONAL SUPPORT ASSISTANT II RANGE C		Service								N	Y	N	Y	P-1	T9A	1	1
				1,891	2,241	2,466													
				22,692	26,892	29,592													

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				Rate 1	Rate 2	Rate 3	Rate 4	Rate 5	Rate 6	Rate 7	Rate 8									
1579		INSTRUCTIONAL SUPPORT ASSISTANT III																		
	1	RANGE A		Min	Service Max	Max						N	Y	N	Y	P-1	T9A	1	1	
				2,575	3,084	3,392														
				30,900	37,008	40,704														
	6	RANGE E		2,360	2,827	3,109														
				28,320	33,924	37,308														
	8	RANGE C		2,146	2,570	2,827														
				25,752	30,840	33,924														
1615		INSTRUCTIONAL SUPPORT TECHNICIAN I																		
	1	RANGE A		2,815	3,381	3,720						N	Y	N	Y	P-1	T9A	1	1	
				33,780	40,572	44,640														
	6	RANGE E		2,580	3,099	3,410														
				30,960	37,188	40,920														
	8	RANGE C		2,346	2,818	3,100														
				28,152	33,816	37,200														
1617		INSTRUCTIONAL SUPPORT TECHNICIAN II																		
	1	RANGE A		3,084	3,711	4,080						N	Y	N	Y	P-1	T9A	1	1	
				37,008	44,532	48,960														
	6	RANGE E		2,827	3,402	3,740														
				33,924	40,824	44,880														
	8	RANGE C		2,570	3,093	3,400														
				30,840	37,116	40,800														

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				Rate 1	Rate 2	Rate 3	Rate 4	Rate 5	Rate 6	Rate 7	Rate 8									
1619	1	INSTRUCTIONAL SUPPORT TECHNICIAN III RANGE A		Service								N	Y	N	N	P-1	T9B	1	1	
				Min	Max	Max														
				3,381 40,572	4,073 48,876	4,482 53,784														
6	RANGE E			3,099	3,734	4,109														
				37,188	44,808	49,308														
8	RANGE C			2,818	3,394	3,735														
				33,816	40,728	44,820														
7170		INTERPRETER/TRANSLITERATOR I		1,420	3,760	4,754														
				17,040	45,120	57,048														
7165		INTERPRETER/TRANSLITERATOR I AY		929	2,458	3,108														
				11,148	29,496	37,296														
7169	1	INSTRUCTIONAL SUPPORT TECHNICIAN III RANGE A		Service								N	Y	N	N	O-1	XXA	7	1	
				Min	Max	Max														
				3,400 40,800	4,321 51,852	5,466 65,592														
2	RANGE B			3,902	4,973	6,292														
				46,824	59,676	75,504														
7166	1	INSTRUCTIONAL SUPPORT TECHNICIAN III RANGE A		Service								N	Y	N	N	O-1	XXA	1	3	
				Min	Max	Max														
				2,233 26,796	2,825 33,900	3,574 42,888														
2	RANGE B			2,552	3,252	4,114														
				30,624	39,024	49,368														

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				Rate 1	Rate 2	Rate 3	Rate 4	Rate 5	Rate 6	Rate 7	Rate 8									
7888		LABORATORY ASSISTANT I			Service															
				Min	Max	Max														
	1	RANGE A		1,824 21,888	2,151 25,812	2,365 28,380					N	Y	Y	N	P-1	T9A	1	1		
	6	RANGE E		1,672 20,064	1,972 23,664	2,168 26,016														
	8	RANGE C		1,520 18,240	1,793 21,516	1,971 23,652														
7879		LABORATORY ASSISTANT II																		
	1	RANGE A		1,955 23,460	2,307 27,684	2,538 30,456					N	Y	Y	N	P-1	T9A	1	1		
	6	RANGE E		1,792 21,504	2,115 25,380	2,327 27,924														
	8	RANGE C		1,629 19,548	1,923 23,076	2,115 25,380														
7168		LEAD INTERPRETER/TRANSLITERATOR		3,570 42,840	5,170 62,040	6,607 79,284					N	Y	N	N	O-1	XXA	1	1		
7167		LEAD INTERPRETER/TRANSLITERATOR AY		2,334 28,008	3,380 40,560	4,320 51,840					N	Y	N	N	O-1	XXA	1	3		

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				Rate 1	Rate 2	Rate 3	Rate 4	Rate 5	Rate 6	Rate 7	Rate 8									
3810		LIBRARY SERIALS EDITOR																		
	1	RANGE A		Min	Service Max	Max						E	N	N	N	H-1	P9D	1	1	
				4,187	5,053	5,559														
				50,244	60,636	66,708														
	6	RANGE E		3,838	4,632	5,096														
				46,056	55,584	61,152														
	8	RANGE C		3,489	4,211	4,633														
				41,868	50,532	55,596														
0663		LIVESTOCK TECHNICIAN I																		
	1	RANGE A		2,724	3,274	3,602						O	Y	N	N	A-1	T9A	1	1	
				32,688	39,288	43,224														
	6	RANGE E		2,497	3,001	3,302														
				29,964	36,012	39,624														
	8	RANGE C		2,270	2,728	3,002														
				27,240	32,736	36,024														
0666		LIVESTOCK TECHNICIAN II																		
	1	RANGE A		2,986	3,588	3,948						O	Y	N	N	A-1	T9A	1	1	
				35,832	43,056	47,376														
	6	RANGE E		2,737	3,289	3,619														
				32,844	39,468	43,428														
	8	RANGE C		2,488	2,990	3,290														
				29,856	35,880	39,480														

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				Rate 1	Rate 2	Rate 3	Rate 4	Rate 5	Rate 6	Rate 7	Rate 8									
7125		MEDIA PRODUCTION SPECIALIST I																		
	1	RANGE A		Min	Max	Max						N	Y	N	N	P-1	T9A	1	1	
				2,575	3,084	3,392														
				30,900	37,008	40,704														
	6	RANGE E		2,360	2,827	3,109														
				28,320	33,924	37,308														
	8	RANGE C		2,146	2,570	2,827														
				25,752	30,840	33,924														
7126		MEDIA PRODUCTION SPECIALIST II																		
	1	RANGE A		3,084	3,711	4,080						N	Y	N	N	P-1	T9A	1	1	
				37,008	44,532	48,960														
	6	RANGE E		2,827	3,402	3,740														
				33,924	40,824	44,880														
	8	RANGE C		2,570	3,093	3,400														
				30,840	37,116	40,800														
7127		MEDIA PRODUCTION SPECIALIST III																		
	1	RANGE A		3,542	4,266	4,695						E	N	N	N	P-1	T9B	1	1	
				42,504	51,192	56,340														
	6	RANGE E		3,247	3,911	4,304														
				38,964	46,932	51,648														
	8	RANGE C		2,952	3,555	3,913														
				35,424	42,660	46,956														

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				Rate 1	Rate 2	Rate 3	Rate 4	Rate 5	Rate 6	Rate 7	Rate 8										
0432	1	FOUNDATION		Service																	
				Min	Max	Max															
				2,347 28,164	3,285 39,420	3,413 40,956															
	2	CAREER			2,956 35,472	4,037 48,444	5,513 66,156														
					3	EXPERT			4,224 50,688	4,224 50,688	6,179 74,148										
	0431	1	FOUNDATION		Service																
					Min	Max	Max														
					2,581 30,972	3,614 43,368	3,754 45,048														
2		CAREER			3,251 39,012	4,440 53,280	6,064 72,768														
					3	EXPERT			4,647 55,764	4,647 55,764	6,797 81,564										
0430		1	FOUNDATION		Service																
					Min	Max	Max														
					2,816 33,792	3,942 47,304	4,095 49,140														
	2	CAREER			3,547 42,564	4,844 58,128	6,615 79,380														
					3	EXPERT			5,069 60,828	5,069 60,828	7,415 88,980										

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				Rate 1	Rate 2	Rate 3	Rate 4	Rate 5	Rate 6	Rate 7	Rate 8									
0706		NURSERY TECHNICIAN I																		
	1	RANGE A		Min	Service Max	Max						N	Y	N	Y	A-2	T9A	1	1	
				2,502	2,986	3,283														
				30,024	35,832	39,396														
	6	RANGE E		2,294	2,737	3,009														
				27,528	32,844	36,108														
0703	8	RANGE C		2,085	2,488	2,736														
				25,020	29,856	32,832														
0703		NURSERY TECHNICIAN II																		
	1	RANGE A		2,724	3,274	3,602						N	Y	N	Y	A-2	T9A	1	1	
				32,688	39,288	43,224														
	6	RANGE E		2,497	3,001	3,302														
				29,964	36,012	39,624														
	8	RANGE C		2,270	2,728	3,002														
			27,240	32,736	36,024															
0412		OPERATING SYSTEMS ANALYST -10/12																		
	1	FOUNDATION		2,347	3,285	3,413						N	Y	N	Y	F-2	P9C	1	1	
				28,164	39,420	40,956														
	2	CAREER		2,956	4,037	5,513						E	N	N		P9D				
				35,472	48,444	66,156														
	3	EXPERT		4,224	4,224	6,179						E	N	N		P9D				
			50,688	50,688	74,148															

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Class Code	Range Code	Class Title	Salary Steps	Salary Range								FLSA	O/T	Six Month Inc	Shift Diff	Occup Index Ref	Affirm Action Coding	Empl Category	Vac Acrl			
				Rate 1	Rate 2	Rate 3	Rate 4	Rate 5	Rate 6	Rate 7	Rate 8											
0411	1	FOUNDATION		Service																		
				Min	Max	Max																
				2,581 30,972	3,614 43,368	3,754 45,048																
	2	CAREER			3,251 39,012	4,440 53,280	6,064 72,768															
					3	EXPERT			4,647 55,764	4,647 55,764	6,797 81,564											
	0410	1	FOUNDATION		Service																	
					Min	Max	Max															
					2,816 33,792	3,942 47,304	4,095 49,140															
2		CAREER			3,547 42,564	4,844 58,128	6,615 79,380															
					3	EXPERT			5,069 60,828	5,069 60,828	7,415 88,980											
0452		1	FOUNDATION		1,643 19,716	2,064 24,768	2,064 24,768															
					2	CAREER			1,877 22,524	2,347 28,164	2,816 33,792											
									3	EXPERT			2,628 31,536	2,628 31,536	3,238 38,856							

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				Rate 1	Rate 2	Rate 3	Rate 4	Rate 5	Rate 6	Rate 7	Rate 8								
0451	1	OPERATIONS SPECIALIST -11/12 FOUNDATION		Service				N	Y	N	Y	F-4	T9A	1	1				
				Min	Max	Max													
				1,807	2,271	2,271													
				21,684	27,252	27,252													
				2,064	2,581	3,097													
				24,768	30,972	37,164													
				2,891	2,891	3,562													
				34,692	34,692	42,744													
0450	1	OPERATIONS SPECIALIST -12 FOUNDATION		Service				N	Y	N	Y	F-4	T9A	1	1				
				Min	Max	Max													
				1,971	2,477	2,477													
				23,652	29,724	29,724													
				2,252	2,816	3,379													
				27,024	33,792	40,548													
				3,154	3,154	3,886													
				37,848	37,848	46,632													
7931		PER DIEM NON-EXEMPT - TECHNICAL		\$10.57	TO	\$40.72	PER HOUR	N	Y	N	N	O-1	XXA	7	3				
5151	1	PERSONNEL ASSISTANT RANGE A		Service				N	Y	N	N	H-5	P9C	1	1				
				Min	Max	Max													
				2,631	3,156	3,470													
				31,572	37,872	41,640													
				2,412	2,893	3,181													
				28,944	34,716	38,172													
				2,193	2,630	2,892													
				26,316	31,560	34,704													

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				Rate 1	Rate 2	Rate 3	Rate 4	Rate 5	Rate 6	Rate 7	Rate 8										
2845		PHOTOGRAPHER I																			
	1	RANGE A		Min	Service Max	Max						N	Y	N	N	P-1	T9A	1	1		
					2,799	3,364	3,701														
					33,588	40,368	44,412														
	6	RANGE E																			
					2,566	3,084	3,393														
					30,792	37,008	40,716														
	8	RANGE C																			
					2,333	2,803	3,084														
				27,996	33,636	37,008															
2844		PHOTOGRAPHER II																			
	1	RANGE A										N	Y	N	N	P-1	T9A	1	1		
					3,215	3,869	4,257														
					38,580	46,428	51,084														
	6	RANGE E																			
					2,947	3,547	3,902														
					35,364	42,564	46,824														
	8	RANGE C																			
					2,679	3,224	3,548														
				32,148	38,688	42,576															
6950		PIANO TECHNICIAN I																			
	1	RANGE A										N	Y	N	N	P-1	T9A	1	1		
					2,815	3,381	3,720														
					33,780	40,572	44,640														
	6	RANGE E																			
					2,580	3,099	3,410														
					30,960	37,188	40,920														
	8	RANGE C																			
					2,346	2,818	3,100														
				28,152	33,816	37,200															

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				Rate 1	Rate 2	Rate 3	Rate 4	Rate 5	Rate 6	Rate 7	Rate 8									
6951		PIANO TECHNICIAN II																		
	1	RANGE A		Min	Service Max	Max						N	Y	N	N	P-1	T9A	1	1	
				3,084	3,711	4,080														
				37,008	44,532	48,960														
	6	RANGE E		2,827	3,402	3,740														
				33,924	40,824	44,880														
	8	RANGE C		2,570	3,093	3,400														
				30,840	37,116	40,800														
6726		PLANNER/ESTIMATOR/SCHEDULER																		
	1	RANGE A		3,156	3,796	4,175						N	Y	N	Y	B-1	P9C	1	1	
				37,872	45,552	50,100														
	6	RANGE E		2,893	3,480	3,827														
				34,716	41,760	45,924														
	8	RANGE C		2,630	3,163	3,479														
				31,560	37,956	41,748														
0697		POULTRY TECHNICIAN																		
	1	RANGE A		2,858	3,399	3,740						N	Y	N	Y	A-1	T9A	1	1	
				34,296	40,788	44,880														
	6	RANGE E		2,620	3,116	3,428														
				31,440	37,392	41,136														
	8	RANGE C		2,382	2,833	3,117														
				28,584	33,996	37,404														

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				Rate 1	Rate 2	Rate 3	Rate 4	Rate 5	Rate 6	Rate 7	Rate 8								
5597	1	PUBLIC AFFAIRS ASSISTANT I RANGE A		Service				N	Y	N	Y	H-6	P9C	1	1				
				Min	Max	Max													
				2,593	3,098	3,408													
				31,116	37,176	40,896													
				6	RANGE E	2,377	2,840									3,124			
						28,524	34,080									37,488			
						8	RANGE C									2,161	2,582	2,840	
				25,932	30,984											34,080			
				5598	1											PUBLIC AFFAIRS ASSISTANT II RANGE A		Service	
Min	Max	Max																	
2,961	3,560	3,915																	
35,532	42,720	46,980																	
6	RANGE E	2,714	3,263			3,589													
		32,568	39,156			43,068													
		8	RANGE C			2,468	2,967	3,263											
29,616	35,604					39,156													
3801	1					RADIATION SAFETY OFFICER RANGE A		Service				E	N	N	N			I-3	P9D
		Min	Max	Max															
		4,266	5,151	5,664															
		51,192	61,812	67,968															
		6	RANGE E	3,911	4,722			5,192											
				46,932	56,664			62,304											
				8	RANGE C			3,555	4,293	4,720									
		42,660	51,516					56,640											

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				Rate 1	Rate 2	Rate 3	Rate 4	Rate 5	Rate 6	Rate 7	Rate 8									
5683		RESEARCH TECHNICIAN I																		
	1	RANGE A		Min	Service Max	Max						N	Y	N	N	H-2	P9C	1	1	
				2,631	3,156	3,470														
				31,572	37,872	41,640														
	6	RANGE E		2,412	2,893	3,181														
				28,944	34,716	38,172														
8	RANGE C		2,193	2,630	2,892															
			26,316	31,560	34,704															
5681		RESEARCH TECHNICIAN II																		
	1	RANGE A		3,156	3,796	4,175						N	Y	N	N	H-2	P9C	1	1	
				37,872	45,552	50,100														
	6	RANGE E		2,893	3,480	3,827														
				34,716	41,760	45,924														
	8	RANGE C		2,630	3,163	3,479														
			31,560	37,956	41,748															
5680		RESEARCH TECHNICIAN III																		
	1	RANGE A		3,796	4,578	5,037						E	N	N	N	H-2	P9D	1	1	
				45,552	54,936	60,444														
	6	RANGE E		3,480	4,197	4,617														
				41,760	50,364	55,404														
	8	RANGE C		3,163	3,815	4,198														
			37,956	45,780	50,376															

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				Rate 1	Rate 2	Rate 3	Rate 4	Rate 5	Rate 6	Rate 7	Rate 8								
6725		SENIOR PLANNER/ESTIMATOR/SCHEDULER																	
	1	RANGE A		Min	Max	Max													
				3,336	4,017	4,417						E	N	N	N	B-1	P9D	1	1
				40,032	48,204	53,004													
	6	RANGE E		3,058	3,682	4,049													
				36,696	44,184	48,588													
2572		SPACE AND FACILITIES UTILIZATION OFFICER																	
	1	RANGE A		4,167	5,028	5,529													
				50,004	60,336	66,348						E	N	N	N	H-1	P9D	1	1
	6	RANGE E		3,820	4,609	5,068													
				45,840	55,308	60,816													
	8	RANGE C		3,473	4,190	4,608													
			41,676	50,280	55,296														
5250		SPECIAL ASSISTANT, EOP																	
	1	RANGE A		3,460	4,167	4,584													
				41,520	50,004	55,008						E	N	N	N	H-1	P9D	1	1
	6	RANGE E		3,172	3,820	4,202													
				38,064	45,840	50,424													
	8	RANGE C		2,883	3,473	3,820													
			34,596	41,676	45,840														

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				Rate 1	Rate 2	Rate 3	Rate 4	Rate 5	Rate 6	Rate 7	Rate 8								
6508		STAGE TECHNICIAN I		Service								N	Y	N	Y	P-1	T9A	1	1
				Min	Max	Max													
	1	RANGE A		2,815	3,381	3,720													
				33,780	40,572	44,640													
	6	RANGE E		2,580	3,099	3,410													
				30,960	37,188	40,920													
8	RANGE C		2,346	2,818	3,100														
			28,152	33,816	37,200														
6507		STAGE TECHNICIAN II										N	Y	N	Y	P-1	T9A	1	1
	1	RANGE A		3,084	3,711	4,080													
				37,008	44,532	48,960													
	6	RANGE E		2,827	3,402	3,740													
				33,924	40,824	44,880													
	8	RANGE C		2,570	3,093	3,400													
			30,840	37,116	40,800														
8981		SUPERVISING CAMPUS FIRE APPARATUS ENGINEER										O	Y	N	N	E-3	T9B	1	1
	1	RANGE A		3,288	3,959	4,355													
				39,456	47,508	52,260													
	6	RANGE E		3,014	3,629	3,992													
				36,168	43,548	47,904													
	8	RANGE C		2,740	3,299	3,629													
			32,880	39,588	43,548														
1521		TECHNICIAN TRAINEE		942	1,718	1,889						N	Y	Y	Y	P-1	T9A	1	1
			11,304	20,616	22,668														

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				Rate 1	Rate 2	Rate 3	Rate 4	Rate 5	Rate 6	Rate 7	Rate 8									
6918	1	TELEVISION ENGINEER RANGE A		Service								E	N	N	N	P-1	P9D	1	1	
				Min	Max	Max														
				4,266	5,151	5,664														
				51,192	61,812	67,968														
6	6	RANGE E		Min	Max	Max														
				3,911	4,722	5,192														
				46,932	56,664	62,304														
				3,555	4,293	4,720														
				42,660	51,516	56,640														