Tentative Agreement: UAW (Unit 11) – CSU

**Article 1 – Recognition**
1.2
• The CSU will create a new classification for Substitute Teaching Associates.

**Article 2 – Appointments, Posting and Notification**
2.6
• Substitute Teaching Associate assignments will be made for a range of hours, compensated at the employee’s existing hourly rate.
• Substitute pools will be created within the Department from qualified Unit 11 employees during the period of their primary appointment.

**Article 10 - Grievance Procedure**
10.5, 10.9
• Language recognizing the use of electronic communication and clarification of filing dates (Appendix E eliminated as a result). Grievances, responses and appeals are considered filed on the date they are received by the party via fax, email, hand delivery or U.S. mail.

**Article 12 - Holidays**
12.9
• TAs will receive pay for holidays that fall within the scheduled workweek.
• TAs who work on a holiday will be paid at regular hourly rate or given an Additional Day Off (ADO) to be taken within ninety (90) days.

**Article 14 – Leaves of Absence**
14.5
• Clarification of “immediate family” language.

**Article 16 – Non-Discrimination**
16.1
• Update of legal definitions for protected status. Revision to recognize current E.O. for DHR (1096 Revised).
• DHR complaints not subject to arbitration.
• MOU reached to meet three times per year to discuss actions and progress in the areas of inclusivity, specifically gender-neutral restrooms and lactation stations.

**Article 18 – Salary**
FY 2016/2017 3% GSI TA/GA; $0.25 (approx. 2%) per hour increase for ISA’s.
TA/GA Ranges to move by 3%; ISA minimum to move by $0.50.
FY 2017/2018* 2% GSI TA/GA; $0.25 (approx. 2%) per hour increase for ISA’s.
TA/GA Ranges to move by 3%. ISA minimum to move by $0.50.

*2017/18 salary increases contingent on receiving minimum state appropriation in the governor’s multi-year budget.
Article 21 - Summer Employment
21.2.d
• TAs non-exempt
• Elimination of language related to workload

Article 22 – Training
22.1
• ASEs are paid for training.
• New exceptions include mandatory coursework required for: a) accreditation requirements; b) approved curricular requirements; and c) required training per University Executive Orders.
• ASEs will not be required to pay additional tuition or fees as a result of enrolling in or repeating courses specifically related to training for their position outside of the exceptions listed above.

Article 23 - Union Access and Rights
23.9
• Employee lists provided by the University to UAW will now include: email address; original hire date; appointment number; starting date; college name; undergraduate or graduate status; separation date; and earned date.
23.19
• Department employee location/schedule information may be posted electronically (in discussion).

Article 26 - Workload
26.1
• Teaching Associates are now identified as non-exempt employees. New language reinforces 20-hour limit for GAs and ISAs.
26.2
• New language regarding requirement to identify time-base percentage (or range of hours for ISAs) in appointment notice and the maximum number of hours that will be spent in conjunction with the assignment per week.
• Provision also requires authorization by the appropriate administrator for changes to weekly hours spent in conjunction with the course assignment.
26.4
• Language regarding breaks modified to reflect non-exempt status of TAs.
26.5 - 26.11
• New language defines work week limits and overtime provisions.

Article 27 - Duration
• New contract duration is two years, in force through September 30, 2018.

APPENDIX
• Elimination of Appendix E (see Article 10).
• Revision of Appendix F (Description of Duties Form).