

## **II. COLLECTIVE BARGAINING, MANAGEMENT PERSONNEL PLAN, CONFIDENTIAL, AND EXCLUDED CLASSES**

### **EMPLOYER-EMPLOYEE RELATIONS AND UNIVERSITY REGULATIONS**

The Higher Education Employer-Employee Relations Act (HEERA) is the law (Government code 3560-3599) passed by the California State Legislature which gives CSU employees the right to decide whether or not they want to unionize and have collective bargaining as the sole means of determining wages, hours and working conditions. Employees are protected from reprisals, discrimination, coercion, or interference with their exercise of rights guaranteed by HEERA, including the right to form, join, and participate in the activities of employee organizations of their own choosing for the purpose of representation of all matters of employer-employee relations and for the purpose of meeting and conferring.

While employees may be members of and participate in the activities of employee organizations, working hours and university offices or equipment may not be used to conduct or participate in the business affairs of such organizations. Union business involving employees shall be conducted during non-work time except as provided by a collective bargaining agreement. Union business shall not interfere with campus programs or operations.

HEERA also designates the Public Employment Relations Board (PERB) as the administrative agency to implement and oversee the provisions of HEERA. PERB has authorized the following units for collective bargaining purposes within the CSU system:

Unit 1	Physicians
Unit 2	Health Care Support
Unit 3	Faculty
Unit 4	Academic Support
Unit 5	Operations Support Services
Unit 6	Skilled Crafts
Unit 7	Clerical/Administrative Support
Unit 8	Public Safety
Unit 9	Technical Support Services
Unit 11	Academic Student Employees

The different bargaining units group employees together based on an internal and occupational community of interest. Listing of specific classifications included in each unit may be found in the collective bargaining agreements located on the web site at [http://www.calstate.edu/LaborRel/Contracts\\_HTML/contracts.shtml](http://www.calstate.edu/LaborRel/Contracts_HTML/contracts.shtml), in the University library, or the Staff Human Resources Services Office.

## **II. COLLECTIVE BARGAINING, MPP, CONFIDENTIAL AND EXCLUDED CLASSES, continued**

### **FAIR SHARE FEES**

With the passage of Senate Bill 645, employees who opt not to join their representing employee organization will be required to pay fair share fees. The fair share fee withholding began in January 2000. Employees who elect to join their employee organization pay union dues. The amount of fair share fees or union dues varies and is also based upon your current wages. For more information consult your collective bargaining agreement or union steward.

### **MANAGEMENT PERSONNEL PLAN**

Managers and supervisors who meet the criteria outlined in the Higher Education Employer-Employee Relations Act (HEERA) are designated as Management Personnel Plan (MPP) employees. The CSU Management Personnel Plan is an integrated personnel system covering various personnel rights, benefits, and conditions of employment. Details of the MPP can be found in Title 5, California Code of Regulations, Sections 42720 - 42728.

### **CONFIDENTIAL AND EXCLUDED CLASSES**

There is a small group of employee classifications outside of collective bargaining units specifically identified as Confidential employees and Excluded employees. Confidential and Excluded employee rights, benefits, and conditions of employment are covered by university policies and procedures. For more information about these two groups contact the Staff Human Resources Services Office.