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Innovative Models to Support Work/Life Balance

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California State University System

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Innovative Models to Support Work/Life Balance

35th Annual National Conference
National Center for the Study of Collective Bargaining in Higher Education and the Professions
New York - April 6-8, 2008
Gail E. Brooks, Interim Vice Chancellor HR
Is This An Issue?

- Schwarzenegger
- New Attorney
- CFA
- COACHE Survey
- My Sister
- Bottom Line
About CSU

- Largest system in the country - 23 campuses
- HEERA passed in 1973
- 9 unions - 13 bargaining units
- Faculty represented since 1982
  - Teaching Assistants since 2005
CSU Programs

➢ The Tenure Clock
  ✔ Parental Leave
  ✔ Personal Leave
  ✔ Partial Year Leave
Leaves of Absence with Pay

- Maternity/Paternity Leave
- Sick Leave
- Catastrophic Leave
CSU – Maternity/Paternity Leave

Excludes: San Luis Obispo, San Francisco, San Jose, Northridge, Long Beach, and Fullerton campuses that are not using the California State Controller's Accounting System (CLAS- California Leave Accounting System)
CSU

- Personal Leave without Pay
- Family Medical Leave
CSU

- Fee Waiver
- Telecommuting
CSU

➢ Child Care
➢ EAP
➢ Sick Leave, Vacation, Holidays
Are These Provisions Enough?

➢ University Culture
➢ Management’s Awareness
➢ Individual’s Responsibility
“Why can’t a woman be more like a man?”

- Family
- Single Employee
- Gen Y or Millennial
- Seniors
CSU Resources

Systemwide Human Resources, Collective Bargaining
California State University, Office of the Chancellor
401 Golden Shore
Long Beach, California 90802
562- 951-4400

➤ Website:  http://www.calstate.edu

➤ Link to Current and Prior Collective Bargaining Agreements:
http://calstate.edu/LaborRel/Contracts_HTML/contracts.shtml

➤ Link to the Employee Benefits Matrix: