

CFA/CSU Tentative Agreement

April 1, 2007

A Brief Summary

Article 1 Recognition

- Provides greater rights to CFA when CSU creates new classifications to perform Unit 3-like work;
- Establishes new entry Unit 3 classification for counselor trainees

Article 6 CFA Rights

- Allows CFA to purchase from CSU more "assigned time" for faculty union activists

Article 9 Concerted Activities

- Preserves faculty right to engage in broad range of legal, concerted activities (strikes)

Article 10 Grievance/Arbitration

- Fully implements Education Code grievance rights and procedures (SB 1212) including the use of elected faculty hearing committees;
- Provides arbitrators with full, unrestricted authority to award promotion, tenure, appointment and any other remedy (monetary) thought necessary to remedy a faculty grievance;
- Establishes an expedited, "umpire" arbitration system for use in time-sensitive lecturer employment and assignment cases;
- Expands arbitrator panels and streamlines grievance processing mechanisms

Article 12 Appointments

- Protects previously established Lecturer job security and due process rights.
- Eliminates CSU's concept of "temporary-temporary" in the assignment of additional work to part-time lecturers;
- Allows Summer Session teaching to be credited toward time-base enhancement for part-time lecturers;
- Establishes contractual evaluation requirement before the award of the first, three-year appointment;
- Preserves three-year appointments when a zero time base may occur during one or more academic terms of its duration;
- Requires renewal of three-year appointments except in instances of documented, unsatisfactory performance;
- Establishes a "recall" list for lecturers who have been displaced from their appointments because of a lack of work;
- Requires the establishment of deadlines for range elevation procedures;
 - Removes limits on the amount of money available for range elevation appeals and allows CFA representation at appeal hearings;
- Establishes rules and limitations for a Visiting Professor classification;
- Places limits on the assignment of Unit work to certain student employees and establishes a data collection and review process to monitor such work, including the use

of mediation and arbitration to resolve disputes;

-- Allows part-time lecturers to accumulate new or additional work up to a 1.0 (full-time) time base

Article 14 Promotion

-- Eliminates "lack of funds" as a legitimate basis for the denial of promotion

Article 15 Evaluation

--Increases rebuttal time and clarifies timelines for notification of evaluation criteria;

--Requires prior notice and consultation for classroom observation;

--Reduces required periodic evaluation for 3-year Lecturers to once every three years;

--Mandates joint statewide committee to address problems with evaluation procedures

Article 17 Temporary Suspensions

-- Expands the rights of accused faculty to receive detailed information concerning the charges against them

Article 19 Disciplinary Action

-- Establishes a disciplinary appeal process fully in accord with the Education Code

Article 20 Workload

-- Commits CSU to seeking full legislative funding for ACR-73 (tenure-track hiring) as a "top budget priority" for the duration of the contract;

-- Establishes separate workload study committees for counselors and librarians

Article 21 Summer Session

-- Expands certain semester system benefits to quarter campuses

Article 23 Leave with Pay

--Improves flexibility of maternity/paternity leave by increasing to 75 days the period of time during which leave must commence and allowing the leave to commence before or after the arrival of a new child

Article 26 Fee Waiver

-- Differentiates faculty fee waiver terms from those of faculty dependents;

-- Protects faculty against rising local campus fees;

--Expands eligibility to three-year Lecturers

Article 27 Sabbatical Leaves

-- Raises minimum number of sabbatical leaves each year;

-- Exempts "full year/half pay" leaves from restrictions to provide more such leaves

Article 29 FERP

-- Maintains existing program with five years of participation

Article 31 Salary

- See documents relating to tentative salary agreement;
- Removes maximum salary from librarian salary schedule

Article 32 Benefits

- Limits faculty parking fee increases to the percentage increases in the GSI

Article 38 Layoff

- Inserts three-year appointed lecturers as a distinct category in the order of layoff

Article 41 Duration

- Four-year contract effective July 1, 2006 (economics), expiring June 30, 2010;
- Economic and non economic reopeners if critical funding elements are not appropriated by the State

Side Letters

- Expands arbitrator's authority to interpret campus policies within the scope of representation and to bar enactment of inappropriate or unnecessary policies

Extension (New Article)

- Establishes a complete set of terms and conditions of employment for faculty teaching credit-bearing courses in CSU Extension.