

To: Summer YRO Campuses
From: John Travis
Subject: YRO Summer 2005 and Knapp Arbitration Award Settlement

I am pleased to report that after weeks of discussions, we have reached an accord with the CSU administration on how YRO will be handled in Summer 05 on the semester campuses and for the implementation of the Knapp award covering 01,02 and 03 - including payment of over \$6 million to faculty who taught YRO in those years. Here is the background:

In early March, I began to hear rumblings about problems over scheduling courses for summer 2005 - especially that tenured and tenure-track (T-T) faculty were being discouraged from teaching in the summer under the conditions of the Knapp arbitration award on Year Round Operations (YRO), which was initially issued in late 2003. Even though there have been problems in getting that award implemented, one aspect of the award was perfectly clear for state supported summer programs on semester campuses: instructional faculty were to be paid 1/30 of their annual salary per Weighted Teaching Unit (WTU) taught in the summer.

I was contacted by the Human Resources department of the CSU administration to talk about some of the problems involved in summer 2005 at the state supported semester campuses. Bob Muscat, Ed Purcell and I entered into a series of discussions, which became negotiations over the issues involved.

From the CFA perspective, we had two primary objectives: ensure that a fair proportion of T-T faculty be able to teach in summer 2005, and that any agreement was to be tied to a resolution on the implementation of the Knapp award. We had numerous additional concerns, of course: protection of lecturer hiring rights, acknowledgement of the traditional assignment of indirect instruction for T-T faculty, accrual of some benefits in summer semester, and so on.

But staffing equity and the Knapp award implementation drove our side.

The administration's chief goals were to avoid litigation liability on summer 2005, and to get some relief from the strict preference for work provisions in the contract and in the Angelo arbitration award on that issue.

On April 6, 2005, as the agreement began to take shape, we distributed to the chapter presidents on YRO campuses a document listing the concepts we had tentatively agreed to with the administration. [Note: Humboldt and Sacramento each have a campus memorandum of understanding on YRO, and were not technically a part of these negotiations, except for our attempt to assure that summer 2005 would be the last year their individual memoranda would apply.] As the language of the implementation was developed, we sent out a more detailed development of the agreement on Monday, April 18.

On April 26, 2005, we signed an agreement on Summer 2005. The most important provisions include: 1. A requirement to staff Summer 2005 in the same ratio—at least as

close as possible—of T-T faculty to lecturer faculty as the campus experienced in Fall 2004. 2. Assurance that teaching assignments are voluntary. 3. Provision of a simplified version of lecturer hiring order intended to maintain existing entitlements. 4. At least minimal recognition of payment for indirect instruction responsibilities. 5. Assurance that all YRO campuses will be under the same rules beginning in 2006, including Humboldt and Sacramento. 5. Limitation of the agreement to Summer 2005. 6. Preservation of the principles of the Knapp award in full thereafter.

Of course, instructional salaries will be 1/30 of annual salary per WTU.

Since one of our conditions was to finally settle the Knapp arbitration award, we also signed an agreement to conclude those negotiations. Like all settlements, there are compromises. But with the conclusion of this arrangement, the payments for past summer work can finally begin.

In Union,

A handwritten signature in black ink, appearing to read "John Travis", with a long horizontal line extending to the right.

John Travis
President