



Public Notice for California Faculty Association (CFA) Contract Proposals For a Successor Collective Bargaining Agreement

CFA's Board of Directors has adopted a set of bargaining proposals for a successor Unit 3 contract for presentation to the California State University (CSU) Board of Trustees at its November 2013 board meeting.

In preparing our proposals we consulted widely with our members. We conducted an extensive survey and collected considerable feedback from open meetings with members at all twenty-three of the CSU campuses.

Without exception, faculty believe that after many years of personal sacrifice our contract must be a means of providing fairness and equity for all Unit Three members; at the same time the contract must also provide the means for faculty to maintain the quality of the education we provide for our students.

In the wake of years of budget cuts, loss of faculty members, and rising student enrollments, we intend to protect the future of the CSU by improving salaries, benefits, and working conditions for our members so that we can attract and retain our current as well as the next generation of CSU faculty for our students.

To that end, we propose that bargaining over a successor agreement accomplish the following:

Improve salaries at all ranks and in all ranges; address Service Salary Increases (SSIs), General Salary Increases (GSIs), and Post Promotion Increases (PPIs) among other salary topics.

Address longstanding salary equity problems such as compression, inversion, outdated starting salaries, and the salary structure itself.

Maintain health and pension benefits at current levels.

Address excessive workload and provide for consistent and fair assignments; require that all appointments accurately reflect periods of employment.

Clarify and improve appointment process for temporary and permanent employees.

Provide incentives to employees who use alternative means of transportation.

Improve parental leave and ensure equity and marriage equality in the process; ensure gender and marital equity throughout the agreement.

Improve fee waiver programs for all eligible members and dependents.

Clarify and articulate non-discrimination rights in precise and meaningful way.

Replenish tenure track lines with new hiring as well as consideration of currently employed bargaining unit members in hiring pools.

Revise the evaluation process to more fairly and consistently provide for periodic and performance evaluations; ensure privacy and require specified use of electronic data collected in the evaluation process and in other online projects.

Update the Collective Bargaining Agreement to address unique intellectual property, including attention to those connected to online instruction.

Clarify and articulate health and safety rights in precise and meaningful ways.

Expand sabbatical leave and Faculty Early Retirement Program (FERP).

Expand protections when job loss and employment rights are triggered by program elimination and program design.

Extend all rights under the Collective Bargaining Agreement to cover all Extension work.

Revise the Maritime Academy Cruise MOU to increase pay and benefits of cruise faculty to levels commensurate with: the nature of the cruise assignment; the increased level of faculty responsibility for students aboard ship and in ports of call; and the increased level of responsibility for the safety of the ship and the crew.

Revise the Maritime Academy Cruise MOU to address the Golden Bear's health, safety and environmental conditions to acceptable, contemporary levels.

Revise the grievance process to provide for more efficient grievance processing, and update rules and procedures connected to Personnel Action Files; provide for more timely process of discipline appeals and protect members from delay of due process.