

April 2016 Salary Settlement

Ratified on May 3, 2016 by California Faculty Association

Ratified on May 24, 2016 by the California State University Board of Trustees

Salary:

All Faculty Unit Employees on active pay status, or on leave, June 30, 2016 will receive at 11.59 PM a 5% General Salary Increase.

All Faculty Unit Employees on active pay status, or on leave, July 1, 2016 will receive a 2% General Salary Increase.

All Faculty Unit Employees on active pay status, or on leave, July 1, 2017 will receive a 3.5% General Salary Increase.

There shall be a 2.65% SSI during FY 2017/18 effective on the eligible Faculty Unit Employee's anniversary date.

Effective 07/01/2016, the minimum increase on promotion pursuant to Article 31.5 shall be increased from 7.5% to 9%.

Intent for Implementation

This increase shall apply to faculty who are promoted through the 2015-2016 promotion cycle and in future Academic Years.

Duration:

The current Collective Bargaining Agreement between the parties shall be extended by one year, and shall expire on June 30, 2018.

Written notice to commence negotiations for a successor Collective Bargaining Agreement no earlier than July 1, 2017.

Articles 20.36 and 20.37 shall now expire on June 30, 2018 unless specifically extended or otherwise agreed to by the parties.

Vesting:

Faculty unit employees hired on or after July 1, 2017 shall receive full health benefits upon retirement at age 52 with at least 10 years of service credit. In addition, faculty unit employees meeting these requirements shall be eligible for a basic dental plan paid for by the CSU.

Intent for Implementation

This change is intended to apply to new hires to the CSU and is not intended to apply to rehired and returning faculty unit employees in accordance with CalPERS rules.

CFA Filed Unfair Labor Practices

Upon reaching a tentative agreement over salary, CFA will withdraw with prejudice PERB cases SA-CE-375-8 (Systemwide) and SA-CE-379-H (CSU Humboldt).

Lecturer Range Elevation

The parties recognize that the current language in Article 12.17 has the *de facto* effect of excluding a large population of lecturers from applying for range elevation. This provision limits the ability of lecturers to move between ranges, even when they would otherwise meet campus range elevation criteria. The parties agree to form a Working Group to study the problem and develop a resolution. If the working group is unable to find a solution by March 1, 2017, the parties agree to submit the issue(s) to binding interest arbitration for contractual changes to be implemented in the 2017-2018 Academic Year.

Each party shall submit to a panel of three arbitrators selected by the parties, and exchange with each other, their proposal for addressing the issue in interest arbitration. The Panel shall be limited to awarding only one or other of the two proposals submitted.

Intent for Implementation

This working group shall not be charged with modifying Range Elevation Evaluation policies, as those policies are developed at the campus level. The group shall commence work thirty (30) days after ratification.

Side Letter on Future Cooperation

The parties agree to draft a side letter expressing their commitment to work cooperatively to protect the quality of public higher education in the CSU. For example,

- The parties may agree to jointly seek from the legislature the appropriate level of funding necessary to meet the mission of the CSU.
- The parties may agree, in the event of an unexpected fiscal crisis, to work cooperatively to address the impacts of any such crisis on student instruction, the campus community, and the CSU's mission.

For the California Faculty Association:

For the CSU:

By: _____
Jennifer Eagan, CFA President, (EB)

By: _____
John Swarbrick, Associate Vice Chancellor
Labor Relations

By: _____
Kevin Wehr, Chair, CFA Bargaining Team
(SA)

By: _____
Michael Caldwell, Member
Negotiations Team

By: _____
Kathy Sheffield, Negotiator, CFA Director of
Representation

By: _____
Rene Castro, Member
Negotiations Team

By: _____
Larry Hendel, CFA Interim General Manager

By: _____
Al Liddicoat, Member
Negotiations Team

By: _____
Lois Boulgarides, Member, CFA Bargaining
Team (SA)

By: _____
Margie Merryfield, Member
Negotiations Team

By: _____
David Bradfield, Member, CFA Bargaining
Team (DH)

By: _____
Leslie Bryan, Member, CFA Bargaining Team
(SB)

By: _____
Cecil Canton, Member, CFA Bargaining Team
(SA)

By: _____
Lillian Taiz, Member, CFA Bargaining Team
(LA)

By: _____
Steve Filling, Member, CFA Bargaining Team
(ST)

By: _____
Kelly Janousek, Member, CFA Bargaining
Team (LB)

By: _____
Jonathan Karpf, Member, CFA Bargaining
Team (SJ)

By: _____
Mark Karplus, Member, CFA Bargaining Team
(EB)

By: _____
Susan Meisenhelder, CFA Consultant

By: _____
Tessnim Ahmad, CFA Research Specialist

By: _____
Molly Talcott, Member, CFA Bargaining Team
(LA)

By: _____
Charles Toombs, Member, CFA Bargaining
Team (SD)

By: _____
Andy Merrifield, Member, CFA Bargaining
Team (SO)

By: _____
Richard Francisco, Member, CFA Bargaining
Team (SJ)

By: _____
Michele Barr, Member, CFA Bargaining Team
(FU)

The parties hereto, as authorized representatives, agreed to the terms of the Salary Agreement for 2016-2017 on April 7, 2016. The agreement was ratified by the California Faculty Association on May 3, 2016 and by the Trustees of the California State University on May 24, 2016.

The California State University

By: _____
John Swarbrick, Associate Vice Chancellor
Labor Relations

By: _____
Michael Caldwell, Member
Negotiations Team

By: _____
Rene Castro, Member
Negotiations Team

By: _____
Al Liddicoat, Member
Negotiations Team

By: _____
Margie Merryfield, Member
Negotiations Team

The California Faculty Association

By: _____
Jennifer Eagan, CFA President, (EB)

By: _____
Kevin Wehr, Chair, CFA Bargaining Team (SA)

By: _____
Kathy Sheffield, Negotiator, CFA Director of
Representation

By: _____
Larry Hendel, CFA Interim General Manager

By: _____
Lois Boulgarides, Member, CFA Bargaining Team
(SA)

By: _____
David Bradfield, Member, CFA Bargaining Team
(DH)

By: _____
Leslie Bryan, Member, CFA Bargaining Team (SB)

By: _____
Cecil Canton, Member, CFA Bargaining Team (SA)

By: _____
Lillian Taiz, Member, CFA Bargaining Team (LA)

By: _____
Steve Filling, Member, CFA Bargaining Team (ST)

By: _____
Kelly Janousek, Member, CFA Bargaining Team
(LB)

By: _____
Jonathan Karpf, Member, CFA Bargaining Team (SJ)

By: _____
Mark Karplus, Member, CFA Bargaining Team (EB)

By: _____
Susan Meisenhelder, CFA Consultant

By: _____
Tessnim Ahmad, CFA Research Specialist

By: _____
Molly Talcott, Member, CFA Bargaining Team (LA)

By: _____
Charles Toombs, Member, CFA Bargaining Team
(SD)

By: _____
Andy Merrifield, Member, CFA Bargaining Team
(SO)

By: _____
Richard Francisco, Member, CFA Bargaining Team
(SJ)

By: _____
Michele Barr, Member, CFA Bargaining Team (FU)

By: _____
Antonio Gallo, Member, CFA Bargaining Team (NO)