

**The California State University's
Initial Collective Bargaining
Proposals**

Between

The Board of Trustees

Of

The California State University

And

California Faculty Association

(Bargaining Unit 3)

January 2020

Bargaining Unit 3
2020 Successor Agreement Negotiations
California State University Bargaining Proposals

Preamble

- Review the terms of the preamble to the extent that it references matters within the scope of representation.

ARTICLE 2 - Definitions

- Review existing contractual definitions against campus operational needs.
- Update definitions to reflect any substantive changes elsewhere in the Agreement.

ARTICLE 6 - CFA's Rights

- Review and amend as appropriate current procedures in relation to the provision of information to the union; contractual provisions relating to union leave; and the provision of resources for union business.

ARTICLE 10 - Grievance Procedure

- The CSU will make proposals to amend grievance procedure to increase efficiency and effectiveness.

ARTICLE 11 - Personnel File

- Review and amend as appropriate current contractual provisions in relation to the procedures and usage of personnel files.

ARTICLE 12 - Appointment

- The CSU will seek to conduct a comprehensive review of Article 12 including, but not limited to, the appointment of temporary faculty; evaluation of temporary faculty; the order of assignment of work; and range elevation.

ARTICLE 15 – Evaluation

- The CSU will make proposals in relation to the evaluation process for faculty.

ARTICLE 16 – Non-Discrimination

- Review current language against prevailing law.

ARTICLE 17 – Temporary Suspension

- The CSU will make proposals to increase operational effectiveness with regards to temporary suspensions.

ARTICLE 18 – Reprimands

- The CSU will make proposals related to clarity and consistency of reprimands.

ARTICLE 19 – Disciplinary Action Procedure

- The CSU will make proposals to amend disciplinary action procedure to increase efficiency and effectiveness.

ARTICLE 20 – Workload

- The CSU will seek to conduct a comprehensive review of Article 20 including, but not limited to, assignment of professional responsibilities; probationary faculty instructional assignments; and exceptional service assigned time pools.

ARTICLE 21 – Summer Term Employment

- The CSU will make proposals to amend provisions relating to Summer Term Employment.

ARTICLE 22 – Leaves of Absence without Pay

- Review and amend as appropriate current contractual provisions in relation to use and reporting of employee leaves without pay.

Article 23 – Leaves of Absence with Pay

- Review and amend as appropriate current contractual provisions in relation to use and reporting of employee leaves with pay.

Article 26 – Fee Waiver

- Review and amend as appropriate current contractual provisions in relation to fee waiver.

ARTICLE 27 – Sabbatical Leave

- Review and amend as appropriate provisions of sabbatical leave.

ARTICLE 29 – Faculty Early Retirement Program

- Review and amend as appropriate provisions of the Faculty Early Retirement Program.

ARTICLE 31 – Salary

- The CSU will make proposals to amend the salary Article, including but not limited to employee salary rates.

ARTICLE 32 – Benefits

- The CSU will make proposals in relation to employee benefits.

ARTICLE 36 – Additional Employment

- The CSU will make proposals in relation to additional employment.

ARTICLE 39 - Intellectual Property Rights

- The CSU will propose a full revision of the way that the Agreement deals with intellectual property rights.

ARTICLE 40 - Extension For-Credit Employment

- The CSU will make proposals in relation to extension employment.

ARTICLE 41 - Duration and Implementation

- The CSU will make proposals on the duration of any successor Agreement.

Side Letters and Memoranda of Understanding

The CSU will review all Appendices, Memoranda of Understanding; and Forms and make proposals to amend, retain, or delete as appropriate.

The University reserves the right to add to, modify, or delete proposals for any/all Articles during the course of negotiations, in accordance with applicable laws.