

# CFA LECTURER NUTS & BOLTS WORKSHOP



Rev. 9/11/16



Everything you **need to know** but were never told by the CSU...

# THERE ARE TWO CATEGORIES OF FACULTY IN THE CSU:

There are the tenure-track/tenured faculty...

And then there are the faculty with temporary appointments.



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# WHAT DOES IT MEAN TO BE A LECTURER IN THE CSU?



# Too often it means:

To never be more than 15 seconds away from total humiliation...



WHILE THIS IS TOO OFTEN TRUE  
WITHIN THE CSU...

We are far better off than virtually all other  
contingent faculty.



# THIS IS BECAUSE:

We are unionized.



# Benefits of being in a single bargaining unit



- We're on the same salary scale as TT/T (3 of the 4 Lecturer salary ranges)
- We're eligible for the same GSI & SSI raises
- We're eligible for the same benefits
- We're eligible for the same pensions
- United we are stronger!
- The CSU cannot divide and conquer!



# The CFA is your union!



- Visit the website: [www.calfac.org](http://www.calfac.org)
- Download the contract (collective bargaining agreement, or CBA)
- Specifically articles 10, 12, 15, 31 & 32
- Click on lecturers link:  
<http://www.calfac.org/lecturers-council>
- Download the Lecturers' Handbook (2014-2017)
- Download the Supplements to the HB: 1) course assignments & Preference for Work, 2) Pension & Benefits, and 3) Unemployment Rights



EVERY CSU CAMPUS HAS  
LECTURER REPS WHO ARE  
HERE FOR YOU!

FOR A LIST OF LECTURER REPRESENTATIVES  
VISIT THE **CFA** WEBSITE:



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<http://www.calfac.org/lecturers-council-representatives>

# What it means to be contingent:

- Your temporary appointment is contingent on budget, enrollment, and program changes
- Your signed appointment letter (“contract”) does not guarantee that you’ll be paid for the entire term; if your class is cancelled before the third class session you’ll now be paid prorata for the portion of your term salary since the start of term
- You can be bumped from your class by those higher in preference for work than you



# In the CSU, temporary appointments are:



- Initially made on a conditional basis for the duration of the appointment, whether part-time or full-time
- All part-time temporary appointments are made on a conditional basis, incl. 3-year
- 3-year full-time appointments are unconditional for the duration of appt.



# Lecturer Appointments are made in the following ranges:



- A: those who lack a terminal degree
- B: same salary range as Assistant Professor
- C: same salary range as Associate Professor
- D: same salary range as Full Professor

(Note: Lecturer salary ranges are now currently contractually mandated. Lecturer range L was eliminated in 2014-2017 CBA)

- See Pages 10, 11, 17-20, 49 and 50 in the Lecturer Handbook



# Lecturer improvements in 2014-2017 CBA



- We eliminated the lowest Lecturer salary range (L)
- All Lecturer L's moved to A w/minimum 5% raise
- All Lecturers w/ terminal degrees moved to B with minimum 5% raise
- Units above 15 will now be paid (i.e., 16<sup>th</sup> unit)
- All 3-year Lecturers eligible for 3% SRA raise
- All Lecturers now eligible for all RSCA awards (Research, Scholarly, Creative Activities)



# Lecturer improvements in 2014-2018 CBA



- We won the Fight for 5!
- After coming w/in 4 days of a 23-campus, 5-day strike in April 2016, we bargained a great settlement:
- 5% GSI on 6/30/16
- 2% GSI the next day: 7/1/16 -7.1% compounded
- 3.5% GSI on 7/1/17
- 2.65% SSI in 17-18 on anniversary date of initial hire



# Lecturer improvements in 2014-2018 CBA



- We extended the CBA to 6/30/18
- We will now bargain salary increases BEFORE the CSU makes its budget request!
- We begin successor bargaining in June 2017
- We are currently bargaining to remove the SSI max requirement from Lecturer Range Elevation
- If agreement not reached at the table by 3/1/17, it goes to binding arbitration
- F'17 implementation date for new policy



# Initial appointment

- Unfortunately, many lecturers are hired at the last minute...
- Most are not in a position to negotiate terms
- Criteria for how high in the range an initial appointment is made is often capricious and variable depending on the chair, department, college, and available resources



# Salary Schedule: AY-FT base (as of 8/1/16 after 7% GSIs)



Monthly \$	Lec A	Lec B/asst.	Lec C/assoc.	Lec D/full
\$3000	3,850 Min			
\$4000	4,596 SSI	4,596 Min		
\$5000	5,148 Max	5,769 SSI	5263 Min	
\$6000				6,627 Min
\$7000			7,272 SSI	7,980 SSI
\$8000				
\$9000				
\$10-11K		10,198 Max	11,197 Max	11,730 Max

# Salary Raises (Art. 31)



## □ General Salary increases (GSI' s)

- Have to be bargained; automatic on date bargained
- 1.6% increase, retroactive to 7/1/14
- 5% on 6/30/16
- 2% on 7/1/16
- 3.5% on 7/1/17

## □ Service Salary Increases (SSI' s)

- Have to be bargained; 2.65% increase automatic on anniversary date of initial hire, after teaching 24 semester units or 36 quarter units in a single dept.
- 3% Salary Recovery Adjustment (SRA) for all 3-year Leaders, retroactive to 7/1/14 (acts like a giant SSI)
- 2.65% in 17-18 on anniversary date of initial hire



# SSI' s: moves one up the salary range



- Generally awarded in term following accumulation of necessary units
- Paid on anniversary date of initial hire
- SSI' s are tied to a department! Along with entitlement, this is one of the reasons why it is advantageous to teach as many units as possible in a single department.
- Pages 17-19 in the Lecturer Handbook



# Range Elevation

- Range elevation represents a minimum 5% increase in salary and movement from one range to the next.
- To be eligible for a range elevation you must be at or above the SSI max for your current range, and have been in that range for at least 5 years.
- SSI' s required to get to SSI max

Pages 19-20 in the Lecturer Handbook



# Salary Raises (Art. 31)



## ❑ Lecturer Range Elevation (Art. 12.16-20)

- Must have been in salary range for 5 years
- Salary must be **at or above the SSI max of your current range**
- ❑ **A small bargaining team with 3 Lecturers on it is currently bargaining over a 2<sup>nd</sup> option for a Lecturer to be eligible to apply for range elevation, based only on the number of FTE years of service**
- ❑ **If we don't reach agreement at the bargaining table, it moves to binding arbitration, with a firm implementation date of F'17.**
- ❑ **Once this is in place, a Lecturer can become eligible to apply for range elevation using either option!**



# Range Elevation (cont.)

- ❑ Eligible lecturers must be notified at least 30 days prior to due date for materials (Art. 12.18)
- ❑ Criteria for range elevation shall be appropriate to lecturer work assignments (Art. 12.19)
- ❑ SLO arbitration win clarified: neither research nor terminal degree required for range elevation (if not part of assignment)
- ❑ Denials shall be subject to appeal before a 3-member faculty committee, whose decision is final (Art. 12.20)



# Range Elevation (cont.)

- Contact your Lecturer Rep. for guidance in putting together your range elevation dossier
- Be able to put your hands on all student evaluations and periodic evaluations
- Range elevation is **not** a promotion; it entails no change in status, rights, responsibilities, or job security; all it means is that you won't end your academic career stuck at the SSI max of the salary range you were initially hired into!



# Range Elevation (cont.)

- Do not let anyone convince you that it is comparable to tenure & promotion!
- Range elevation is simply a salary increase of at least 5%
- Without a range elevation, a lecturer would never again receive an SSI, regardless of number of units taught.



# Lecturer appointment lengths



- Initial hire is usually for a semester or quarter
- After teaching both semesters/all 3 quarters in an academic year, a lecturer reappointed in the same department must be given an annual appointment
- After one semester or two quarters in six consecutive years in a single department, lecturers (excluding coaches) must be given a 3-year appointment if cumulative 6-year evaluation is satisfactory performance and absent documented serious conduct problems. (Art. 12.12 & 15.28)



# Weighted Teaching Units (WTUs)



- The time base for part-time lecturers at both semester and quarter campuses is normally found by dividing by 15 the number of WTUs taught during the semester or quarter

See Page 12 in the Lecturer Handbook



# WTU' s/Time Base



Semester/Quarter	Time Base
3 WTUs	0.20
6 WTUs	0.40
9 WTUs	0.60
12 WTUs	0.80
15 WTUs	1.0 (full time)

# It's important to keep records:



- ❑ **Keep all appointment letters**
- ❑ Date of first appointment
- ❑ Duration of current appointment
- ❑ Time base of current appointment
- ❑ Total # of weighted teaching units (WTU' s) taught in single dept or unit
- ❑ Current salary range ( A, B, C, or D)



# Important to keep records (cont.)



- Current salary
- Current full-time equivalent base salary
- Number of units taught, by term (all of the above should be on your appt. letters)
- Total number of units taught
- Total number of units taught since last service salary increase (SSI)



# Reappointment Rights

- If rehired, right to “similar assignment”, which establishes entitlement (Article 12.3)
- If accumulate work up to full-time, subsequent appointment is full-time unconditional (Article 12.5)
- Periodic evaluation and the right to “careful consideration” (Article 12.7 & 15.20-15.29)



# Entitlement

- After full academic year: a 1-year appointment with an entitlement time base equal to the previous academic year
- After 6 years in single department: a 3-year appointment with formal entitlement based on 6th year time base
- Entitlement is annual & tied to a department!  
(See appendix F in the contract)



# Reappointment Rights of 3-year Lecturers (Article 12.12 & 12.13)



- Reappointment after 6 years in single department mandates a 3-year appointment
- Entitlement based on 6th year time base
- Subsequent 3-year entitlements based on time-base in 3rd of 3 years
- A cumulative evaluation, based on a 6 or 3 year cumulative assessment of satisfactory performance and no documented serious conduct problems



# Reappointment Rights to initial 3-year Appointment (Art. 15.28)



- In Spring of 6th year in a department, put together a dossier consisting of: all student opinion surveys, peer evals & periodic evals from entire 6 years and send to assoc. dean
- Entitlement based on 6th year time base
- Cumulative assessment of either satisfactory or unsatisfactory performance
- Made easier to give satisfactory, since can include suggestions to improve



# Reappointment Rights to successor 3-year appointment (Article 15.29)



- In Spring of 3rd year of your 3-year appointment, put together a dossier consisting of: all student opinion surveys, peer evals & periodic evals from entire 3 years and send to assoc. dean
- Entitlement based on 3rd year time base
- Either satisfactory or unsatisfactory
- Made easier to give satisfactory, since can include suggestions to improve



# Reappointment Rights of 3-year Lecturers (article 12.12/12.13)



- ❑ Old 12.13: Temporary faculty (excluding coaches) holding three-year appointments shall have the expectation of re-appointment to subsequent three-year appointments.
- ❑ new 12.13: Temporary faculty (excluding coaches) holding three-year appointments shall be re-appointed to a subsequent three-year appointment. (emphasis added)



# Article 12.29 and preference for work:



- After Tenured and probationary faculty (including FERP\* & PRTB\*\*), administrators, TA's and other student employees, or volunteers are assigned courses...

\*Faculty Early Retirement Program

\*\*Pre-Retirement Reduction in Time Base



# (12.29a) Assignment order at start of academic year: “1<sup>st</sup> bite of the apple”



- 1) 3-year full-time
- 2) Other multi-year full-time (rare)
- 3) 3-year part-time
- 4) Lecturers on department reemployment list
- 5) Other multi-year part-time (very rare)
- 6) Visiting faculty (subject to 12.32!)
- 7) All other incumbents (sem/qtr/annual)  
must be given careful consideration for classes



## 12.29a8: “the 2nd bite of the apple”



- i) 3-year part-time up to full-time (1.0)
- New: However, a 1-year who is objectively determined to be demonstrably better qualified may be offered the work. (Note: possessing a higher degree is not sufficient evidence of being better qualified)
- ii) **New!** 1-year part-time Lecturers, up to full-time (1.0)
- iii) any other qualified candidate (Note: this includes incumbent semester/quarter appointees and is first time a new Lecturer may be hired)



# (12.29b) Assignment Order During Academic Year : “1<sup>st</sup> bite of the apple”



- 1) 3-year full-time
- 2) continuing other multi-year full-time
- 3) 3-year part-time
- 4) Lecturers on department reemployment list
- 5) 1-year full-time (new: below 3-year part-time)
- 6) continuing **1-year** & multi-year part-time
- 7) visiting faculty (subject to 12.32!)
- 8) all other incumbent lecturers must be given careful consideration



## 12.29b9: “the 2nd bite of the apple”



- i) 3-year part-time up to full-time (1.0)
- New: However, a 1-year who is objectively determined to be demonstrably better qualified may be offered the work. (Note: possessing a higher degree is not sufficient evidence of being better qualified)
- ii) **New!** 1-year part-time Lecturers, up to 1.0
- iii) any other qualified candidate (Note: this includes incumbent semester/quarter appointees and is first time a new Lecturer may be hired)



## Most important points re: Pref for Work:



- 1) Whenever your department hires a brand new Lecturer, it should raise a red flag!
- If the new Lecturer is assigned units that ANY incumbent 3-yr or 1-yr part-time Lecturer is qualified to teach who is not yet at 15 units/fulltime, this is a Preference for Work contract violation!
- Also, Lecturers who lose work due to being bumped have the same contractual right to bump a Lecturer lower in preference for work than they.
- It never feels good to do this, but it's important to defend the CBA.



# The policy on visiting faculty Article 12.32



- ❑ Full-time appointments limited to 1 year!
- ❑ Not eligible for subsequent appointment in this category!
- ❑ Hiring of visiting faculty shall not result in displacement or time base reduction of incumbent lecturers!
- ❑ The number shall not exceed 125 FTEF systemwide



# Article 12.33

- “Each department shall be provided with a pool of money sufficient to implement all contractually required increases for all temporary faculty unit employees in that department, and solely dedicated for that purpose.” (emphasis added)



# Article 12.29d (New in this CBA): the “16<sup>th</sup> unit”



- “If it is necessary to assign a temporary faculty unit employee in excess of 15 weighted teaching units... in order to meet the requirements of 12.29(a) or 12.29(b), the campus shall compensate the temporary faculty unit employee for the overload under provision 36.5(d), or, by mutual agreement...the campus may provide a commensurate workload reduction (without loss of compensation) in a subsequent academic term...”



# Remaining in the Lecturer Pool



- Make annual **written** course requests to your Chair
- List **all** of the courses in your department that you are **qualified** to teach
- We have lost arbitrations because the Lecturer never asked to teach the class.
- Indicate the number of classes/term you would like to teach
- You can list day/time preferences, but don't play too hard to get...



# Periodic Evaluation (Art. 15)



Periodic Evaluation has 3 components:

- 1) “Annual summary of achievements” (or some opportunity to convey your engagement as an academic); usually in Spring of periodic evaluation
- 2) Student opinions of teaching (PTEs, SOTES, etc.)
- 3) A “peer” evaluation (usually a classroom observation; may sometimes be a curriculum review)



# Periodic Evaluation (Art. 15)

- Annual summary of achievements (usually Spring); do one every year!
  - This is an opportunity to get your achievements into your Personnel Action File (PAF)
- All classes evaluated by students, unless President - in consultation with senate - approves fewer. May be written or electronic (Article 15.15) Policy applies to **all** faculty in department



# Periodic Evaluation (continued)



- “Peer Evaluation”: Classroom visit requires consultation and minimum 5 days notice (15.14); this may also be a curriculum review
- New: consultation regarding the classes to be visited and the scheduling of such visits
- Periodic evaluation includes an opportunity for other peer input
- For appointment of one semester or two quarters or less, periodic evaluation not required but may be requested (basis of careful consideration)
- Pages 12-13 in the Lecturer Handbook



# Personnel Action Files (Art. 11)



- Your PAF is the official record of your accomplishments
- It is the official basis of “careful consideration” in hiring decisions
- It is your responsibility to verify the accuracy of its contents
- Page 12 in the Lecturer Handbook



# Personnel Action Files (cont.)



- Your official PAF lives in Academic or Faculty Affairs, or the dean's office
- You have the right to add appropriate information to your PAF, including non-official evaluations and letters from students, so long as they are not anonymous
- You must be given a copy 5 days before any item is placed in your PAF. (11.4)



## What if you are not eligible for a range elevation or lose a range elevation appeal?



- ❑ The CBA permits the reappointment of a lecturer higher in their current range – or reappointment in a higher range
- ❑ Lecturers have the right to request a higher salary and such requests have sometimes been successful (requires chair approval with buy-in from dean)
- ❑ Not a high likelihood event, but has sometimes been successful
- ❑ See Articles 12.9 and 12.11



# Article 12.9

- “Appointment of a temporary employee in consecutive academic years to a similar assignment in the same dept. or equivalent unit **shall** require the same or higher salary placement as in his/her previous appointment.”



# Article 12.11

- “A lecturer who receives a new appointment may be placed on the salary schedule above the maximum Service Salary Step Increase rate within his or her then-current salary range.”

(Note: a term-appointed Lecturer receives a new appointment every term, a 1-year Lecturer every year, and a 3-year Lecturer every 3 years)



# Grievance Procedure (Art.10)



- 2 tracks: Contractual and statutory
- Both have 42 day deadline from time of “violation”; contact your faculty rights committee sooner rather than later!



# Contract Grievances



- Based on violation of Collective Bargaining Agreement (CBA)
- Level 1 (campus), Level 2 (Chancellor's office); can go to arbitration if CFA agrees to arbitrate the grievance
- Pages 30-33 in the Lecturer Handbook



# Statutory Grievances



- Does not have to be linked to specific contract violation
- Is heard before a three-member faculty hearing committee
- If committee denies the grievance and the President concurs, the decision is final
- If committee sustains the grievance and the President rejects, the grievance can be arbitrated
- If committee sustains the grievance and the President agrees in part and disagrees in part, issues with which the President disagrees can be arbitrated



# Statutory Grievances (cont.)



- Generally with statutory grievances, you will not have CFA assistance beyond the initial filing



# The Umpire Arbitration Process



- Available only to temporary faculty
- Restricted to violations of appointment, reappointment, or work assignment under Article 12
- Designed for straightforward cases that require only half a day hearing
- Greatly expedited compared to normal arbitration



# Benefits (Article 32)



- Lecturers & coaches in an academic year classification who are appointed for at least 6 state-support\* WTU' s (0.4 time base) for one semester or 2 consecutive quarters **are eligible to receive the same benefits as do faculty working full-time in the CSU!**

\* Classes offered through extension do not earn units towards benefits, SSI raises, entitlement, nor do they earn CalPERS service credit!

- See Pages 20-21 in the Lecturer Handbook



## Benefits consist of:

- ❑ Medical coverage (2017 subsidy = \$707/mo)
- ❑ Delta Dental enhanced coverage (no premium)
- ❑ VSP vision coverage (no premium)
- ❑ Life insurance (no premium)
- ❑ Disability insurance (no premium)



## Benefits (cont.)



- You must sign up at Human Resources or the Benefits Office
- It must be at beginning of appointment or during open enrollment
- You can combine units from multiple departments and even campuses
- On quarter campuses it requires at least a 2-quarter appointment at .4 for each qtr.  
-( Easier on a semester campus)



## Benefits (cont.)



- **With 0.4 appointment for an academic year: year-round coverage**
- If you drop below 6 WTU's (0.4 time base) you can COBRA to maintain coverage
- With COBRA, you pay all costs plus 10%



# Flex Cash

- If you don't need to make use of CalPERS medical: \$128 more in pay
- If you don't need to make use of CalPERS dental: \$12 more in pay (but not worth it as you can combine dental benefits!)
- Your other coverage (i.e., spouse or partner) cannot be CalPERS
- <http://www.calstate.edu/Benefits/flexible.page.html>
- See page 21 in the Lecturer Handbook



# Fee Waiver Program (Art. 26)



- Available to lecturers with 3-year appointments and coaches with at least 1 semester or 2 quarters of work for 6 consecutive years
- Eligible to waive certain CSU fees for 2 classes or 6 units per term
- Transferable to spouse, partner, children at any CSU campus



# Retirement & Pension



- Until in CalPERS: 7.5% of gross goes into a defined contribution account (PST)
- 855-616-4776
- <http://www.SavingsPlusNow.com>
- No employer contribution
- No Social Security deductions
  
- See Pages 21-22 in the Lecturer Handbook



# CalPERS Pension



- ❑ To gain membership in CalPERS you must teach at least 7.5 WTU' s ( 0.5 time base) for 3 consecutive semesters or 4 consecutive quarters
- ❑ Unlike entitlement or SSI' s, this does not have to be done in a single department or even a single campus
- ❑ Membership is gained in the 3rd semester 4th quarter



# CalPERS Pension (cont.)



- 5% of gross deducted from employee (if in CalPERS by 12/31/12; 6.5% if 1/1/13 or later)
- There is also an employer contribution
- Social Security deductions; therefore eligibility for SS pension in addition to a CalPERS defined benefit pension
- Eligible for life-long medical and dental after retirement for you and spouse or domestic partner and any dependent children up to age 26!



# CalPERS Pension (cont.)



- ❑ To retire, you must be at least 50 years old (or 52 if in PERS after 1/1/13) and have at least 5 years of full-time equivalent service credit (SC)
- ❑ To get life-long medical and dental, you must retire within 120 days of separation from the CSU. (Hired F'17 or later you will need 10 years of SC for retiree health)
- ❑ For retirement questions, check with campus HR or Benefits office, CalPERS, and Social Security office



# Unemployment Insurance Benefits (UI)



- All lecturers **with contingent contracts** are legally entitled to UI benefits every term break (Winter, Summer, or Spring at quarter campuses)
- Based on 1989 Cervisi decision and EDD statute 1253.3g which legally defines “reasonable assurance of work”
- Pages 23-27 in the Lecturer Handbook and on the Lecturer pages of CFA website



# Unemployment Insurance Benefits (UI)



- See the Information for Lecturers on Unemployment Benefits (2 pp.)
- <http://www.calfac.org/post/information-lecturers-unemployment-benefits>
- See the Unemployment Rights Supplement Guide!
- <http://www.calfac.org/lecturers-council>
- [http://www.calfac.org/sites/main/files/file-attachments/unemployment\\_rights\\_supplment\\_to\\_the\\_lecturer\\_handbook\\_6-7-15\\_update\\_0.pdf](http://www.calfac.org/sites/main/files/file-attachments/unemployment_rights_supplment_to_the_lecturer_handbook_6-7-15_update_0.pdf)



## UI Benefits (cont.)



- ❑ You do not have “reasonable assurance of work” if appointment is contingent on budget, enrollment, or program changes
- ❑ Article 12.4 and 12.5 establish the contingent nature of part-time appointments
- ❑ Our appointment letters have start and end dates, and specify the contingent nature of our appointments



## UI Benefits (cont.)



- You're eligible even if you have a "3-year appointment",
- You're eligible even if your name is in next term's schedule of classes,
- You're eligible even if you have signed next term's appointment letter, **BECAUSE:**



## UI Benefits (cont.)



- As an employee with a **contingent appointment**, you can have your class cancelled for budget, enrollment, or program changes and you can be bumped from your class by anyone higher than you in the preference for work order!
- **This contingent status is why you're eligible for unemployment benefits at the end of every academic term**



# Paid leaves

- Sick leave
- Bereavement leave
- Maternity/Paternity leave
- Sabbatical & Difference in Pay Leave (full-time Lecturers only)
- Personal Holiday
- Jury duty, voting, or at campus  
President's discretion: emergency leave
- See Pages 28-29 in the Lecturer Handbook



# Sick Leave (Article 24)



- Sick leave: 8 hours gained for every monthly pay period at full-time
- Pro-rata if part-time
- CSU must keep you informed of accrued sick leave
- Unused sick leave transforms into CalPERS service credit at retirement
- If more than 10 month break in service, you lose accumulated sick leave



# Bereavement Leave (Art. 23)



- Upon request to campus president, 5 days of paid leave granted in the instance of a death in immediate family (see Art. 23.3 for definition)
- May also use up to 40 days of sick leave for this, if authorized by president



# Parental Leave (Art. 23)

- Up to 30 days (6 weeks) of paid leave
- Leave must start within period beginning 60 days prior to anticipated birth or adoption, and ending 75 days after arrival of child
- Possibility of also using sick leave or unpaid leave



# New in 2014-2017 CBA (Art. 23.6)



## Greater flexibility with parental leave

- ❑ Leave sharing: if both parents are faculty, leave may be donated from one to the other
- ❑ Workload reduction in lieu of leave: 40% reduction (6 WTU) for one semester or 60% (9WTU) reduction for one quarter
- ❑ New: Can use non-consecutively and combine with sick leave to take entire academic term off!



# Sabbatical & Difference in Pay Leaves (Arts. 27 & 28)



- Available only to full-time lecturers
- These leaves must occur during period of employment specified in appointment letter.
- Must be taken early in appointment period due to obligation for a term of work equal to length of leave upon return.



# Personal Holiday (Art. 33)



- You're entitled to one paid personal holiday per calendar year
- Scheduling of this day must be by mutual agreement with chair or appropriate administrator
- Can be taken for any reason
- Use it or lose it; cannot be rolled over



# Unpaid Leaves (Art. 22)



- Personal leave
- Professional leave
- Family care and medical leave
- Official leaves preserve Article 12 rights!
- New: can take leave in 3<sup>rd</sup> year of 3-year appointment, and extend 3<sup>rd</sup> year cumulative evaluation to year after the leave! (15.30)
- See Page 29 in the Lecturer Handbook



# Why all faculty, but **especially** Lecturers, **should be** CFA members



- Everything that we have is because of the CFA
- Lecturers are completely integrated into the fabric and leadership of the CFA
- Organizing, lecturer networks, and lecturer solidarity
- CFA Headlines and Faculty Magazine keep you informed
- See Pages 34-39 in the Lecturer Handbook



# HOW YOU CAN BECOME MORE ACTIVE AND LEARN MORE ABOUT HOW THE UNION PROTECTS YOU:

- See the Lecturer Handbook, pages 39-40
- Go to the Lecturers page on the CFA website (<http://www.calfac.org/lecturers-council>)
- Contact your local CFA representatives



# How can we protect all that we've gained for Lecturers?



- Read the Lecturer Handbook!
- Read the CBA (especially Articles 12 & 15)!
- Know your rights!
- Get to know your fellow Lecturers in your department!
- Help recruit new Lecturer members to CFA
- Join or form a Lecturers Council on your campus!
- Run for an E-Board position and become more active in CFA!



# How can we protect all that we've gained for Lecturers?



- Subscribe to the CFA Headlines that are emailed every Wed. by going to the website
- Read CFA emails that come from both your chapter and statewide CFA to stay informed
- Come out to rallies on campus when they're called as part of a bargaining campaign
- Be willing to stand with your colleagues if we have to fight for a fair contract for all faculty
- We're all in this together, and together we are strong!



# What can we do to continue to get GSIs, SSIs and protect our benefits?



- Join CFA if you're not yet a member!
- Participate in all campus rallies!
- Attend all general membership meetings and bargaining roadshows on your campus!
- Attend CFA Lecturer workshops offered on your campus!
- Be informed and be active!



# FACULTY WORKING CONDITIONS ARE STUDENT LEARNING CONDITIONS



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# CFA LECTURER NUTS & BOLTS WORKSHOP



Everything you **need to know** but were never told by the CSU...