

**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**

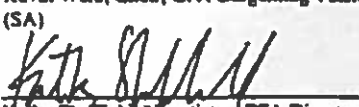
The parties agree to draft a side letter expressing their commitment to work cooperatively to protect the quality of public higher education in the CSU. For example,

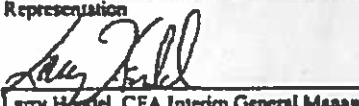
- The parties may agree to jointly seek from the legislature the appropriate level of funding necessary to meet the mission of the CSU.
- The parties may agree, in the event of an unexpected fiscal crisis, to work cooperatively to address the impacts of any such crisis on student instruction, the campus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

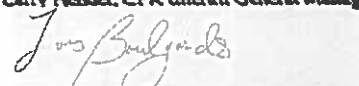
For the California Faculty Association:

By:   
Jennifer Eagan, CFA President, (EB)

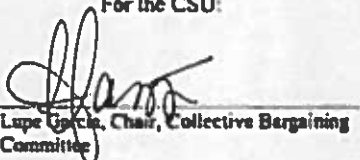
By:   
Kevin Wehr, Chair, CFA Bargaining Team (SA)

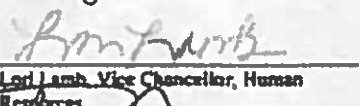
By:   
Kathy Sheffield, Negotiator, CFA Director of Representation

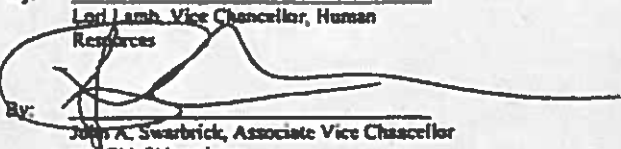
By:   
Larry Hendel, CFA Interim General Manager

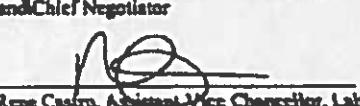
By:   
Lois Boulgarides, Member, CFA Bargaining Team (SA)

For the CSU:

By:   
Lupe Garcia, Chair, Collective Bargaining Committee

By:   
Lori Lamb, Vice Chancellor, Human Resources

By:   
John A. Swarbrick, Associate Vice Chancellor and Chief Negotiator

By:   
Renee Castro, Assistant Vice Chancellor, Labor Relations

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

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

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

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

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

By: Kelly Janoucek  
Kelly Janoucek, Member, CFA Bargaining Team (LB)

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

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

By: Susan Meisenhelder  
Susan Meisenhelder, CFA Consultant

By: Tessnim Ahmad  
Tessnim Ahmad, CFA Research Specialist

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

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

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

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

By: Michelle Barr  
Michelle Barr, Member, CFA Bargaining Team  
(FU)