Bargaining Proposals:

What's in it for Lecturers?

COLA + is a MUST!

3/3 = MORE COURSES FOR ME!



$ SALARY:

- Minimum pay tied to 10% of Chancellor's Salary (forever)
- COLA + 2% (Tied to CPI)
- Automatic SSI's and extra units CARRY OVER (are not lost)
- Range C floor raised by $3,000

WORKLOAD:

- 3/3 - Tenure track will be given 3 WTUs's/semester for research. This will free up courses for Lecturers
- Range consistency across departments
- Compensation for Lecturer service work

APPOINTMENT:

- 4 years to first 3 yr contract
- After completing the second 3-yr contract, get a PERMANENT entitlement (Long Term Lecturer).
- Automatic Range Elevations
- Prioritize bringing existing lecturers up to full time
- Hire Date as Tiebreak!

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WHAT THESE PROPOSALS MEAN

SALARY

(ARTICLE 31)

1. **Minimum Salary tied to 10% of Chancellor's salary:** This would immediately raise the floor of a Lecturer "A" up to over $79,500 a year, and if the CSU raises the Chancellor's pay, they must raise the floor of the lowest paid lecturers as well.
2. **COLA +2:** COLA stands for "Cost of Living Adjustment" and will insure that we get consistent raises to stay ahead of inflation. This means that we will get a raise of whatever the Consumer Price Index calculates inflation to be, plus an additional 2% on top of that - EVERY YEAR!
3. **Automatic SSI's:** Right now, we only get "Service Salary Increases" if they are negotiated through bargaining for a specified year. They are not automatic, and you only qualify when you cross 24 units taught, with the counter starting over at zero each time. There are often MANY YEARS when we get no SSI's. We are proposing that SSI's be automatic every year, and if you teach more than 24 units, the extra units count towards the next SSI.
4. **Floor of "C Range" raised by $3000:**. Last contract, we bargained for and won floor raises for Range A and B. This year, we are asking that the floor of C be raised because it was left out of the last contract.

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WORKLOAD

(ARTICLE 20)

1. **3/3:** The 3/3, refers to the desired direct teaching course load for tenure track (TT) faculty. Usually, each semester, TT faculty at universities teach 9 units of courses, (equivalent to 3-3 unit courses), they get 3 units for service to the department , and 3 units for their required research. At MOST CSU's, this is not the case and the TT faculty are forced to do their research FOR FREE. This has to stop. The 3/3 would codify in our contract that TT be given 3 units per semester for their research. This is CRUCIAL to lecturers because it would open up more courses for us to teach.
2. **Range Consistency Across Departments**: Many lecturers across the CSU teach in multiple departments on the same campus, and yet in different ranges for each. We are proposing an end to that. We are demanding that if a lecturer teaches in multiple departments, then their highest range will be the ONLY range across all. No more being an "A" in one department and a "B" in another.
3. **Compensation for Lecture Service Work**: We are asking that in departments where lecturers are required to do service work, they be compensated with WTU's just as their tenure track colleagues. We need to end the era of lecturer service exploitation.

APPOINTMENT

(ARTICLE 12)

1. **Shortened path to 3- year appointment**: Right now, a lecturer must complete 6 AY appointments before they are offered their first 3-yr appointment. We are asking to shorten that to 4 AY's.
2. **Long Term Lecturer Position:** After a lecturer has completed their second 3-yr appointment, they will qualify for a new position: Long Term Lecturer. This position has a PERMANENT ENTITLEMENT. This means that if you are full time and quality for the Long Term Lecturer Position, your entitlement will be full time in PERPETUITY. If you have less than a 1.0 entitlement and you qualify, it can never go below that, but it CAN be increased. And yes, once you get full time entitlement, you will be "noncontigent" (just like currently)
3. **Automatic Range Elevations separated from SSI**: Right now, range elevation requires you to be MAXED OUT of your SSI levels in your range for 5 YEARS! That's nearly impossible. The alternate 6-yr path expired and the CSU is not offering that back. What we are proposing is a complete DETACHMENT of Range Elevations from SSI levels and to pin it to years served. We are proposing that when you qualify for your first 3-yr appointment (after 4 AY's), you get your first range elevation. When you qualify for the "long term lecturer" position (after completing your second 3-yr contract), you would get your second range elevation. And if there are still more ranges for you to climb, that 3rd range elevation would come after an additional 5 years of service.
4. **3-year entitlement based on highest year - not just the last**: Right now, the entitlement for your next 3-yr contract is determined solely by your entitlement during the last year of your contract. We are demanding that the entitlement of your next contract is determined by the highest course total you had for ***any year*** during your prior contract…not just the last. No more "high, high, low" and sabotaging your next contract…preventing you from ever increasing your entitlement.
5. **Bringing existing lecturers up to full time faster:** Right now, there is nothing contractually obligating chairs and admin. to increase a lecturer's entitlement. That means that if you have less than a 1.0 entitlement, once that is met, they can hire new lecturers who can compete for your courses. It perpetuates a system of exploitation & competition amongst lecturers. We want to end that. No more having less than full time entitlement and new hires leapfrog you in your department. Existing lecturers hired by the time our new contract is ratified will have legacy status and be given preference for new courses and entitlement increases over new hires.
6. **Tiebreak will be hire date:** Right now, if there are 2 lecturers in the same category (both on 3-yr contracts), they are equals in terms of course offering status. That means that someone with 25 years of service may lose a course to someone with 7 years…and this has led to "leap-frogging" for years. This has to stop. We are demanding that if 2 lecturers are the same rank, then the tiebreak is hire date. The lecturer with more years of service should be given preference in work order.

Scan to read all of the proposals