

**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)**

July 2017

Bargaining Unit 3
2018 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 7 – CFA Security

- Review current procedures against prevailing law.

ARTICLE 10 –Grievance Procedure

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

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 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 24 – Sick Leave

- Amend to incorporate Memorandum of Understanding on the Catastrophic Leave Donation Program.

ARTICLE 29- Faculty Early Retirement Program

- Review and amend provisions of the Faculty Early Retirement Program consistent with current law.

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 39 Intellectual Property Rights

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

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.