

## AGENDA

### COMMITTEE ON COLLECTIVE BARGAINING

**Meeting:** 10:00 a.m., Tuesday, July 18, 2017  
Munitz Conference Room—Closed Session  
Government Code §3596(d)

11:15 a.m., Tuesday, July 18, 2017  
Glenn S. Dumke Auditorium —Open Session

Adam Day, Chair  
Lateefah Simon, Vice Chair  
John Nilon  
J. Lawrence Norton  
Jorge Reyes Salinas  
Peter J. Taylor

#### Open Session – Glenn S. Dumke Auditorium

**Consent** Approval of Minutes of the Meeting of March 21, 2017

**Discussion** 1. Adoption of Initial Proposals for a Successor Collective Bargaining Agreement with Bargaining Unit 3, the California Faculty Association, *Action*

**MINUTES OF MEETING OF  
COMMITTEE ON COLLECTIVE BARGAINING**

**Trustees of The California State University  
Office of the Chancellor  
Glenn S. Dumke Conference Center  
401 Golden Shore  
Long Beach, California**

**March 21, 2017**

**Members Present**

Adam Day, Chair  
Peter J. Taylor, Vice Chair  
Debra S. Farar  
Hugo N. Morales  
John Nilon  
J. Lawrence Norton  
Timothy P. White, Chancellor  
Rebecca Eisen, Chair of the Board

Chair Day called the Committee on Collective Bargaining to order.

**Approval of Minutes**

The minutes of the January 31, 2017 meeting were approved as submitted.

**Presentation of Action Item**

Interim Vice Chancellor Andrew Jones presented the action items.

**Public Speakers**

The committee heard from 14 public speakers who spoke on various topics.

**Action Items**

The committee then unanimously approved the following action items:

1. Adoption of Initial Proposals for a Successor Collective Bargaining Agreement with Bargaining Unit 4, the Academic Professionals of California (APC)
2. Adoption of Initial Proposals for a Successor Collective Bargaining Agreement with Bargaining Unit 1, the Union of American Physicians and Dentists (UAPD)
3. Adoption of Initial Proposals for a Successor Collective Bargaining Agreement with Bargaining Unit 10, the International Union of Operating Engineers (IUOE)
4. Adoption of Initial Proposals for Salary and Benefits Negotiations for Fiscal Year 2017-2018 with Bargaining Unit 6, the State Employees Trades Council United (SETC)

Chair Day then adjourned the committee meeting.

**COMMITTEE ON COLLECTIVE BARGAINING**

**Adoption of Initial Proposals for a Successor Collective Bargaining Agreement with Bargaining Unit 3, the California Faculty Association**

**Presentation By**

Melissa Bard  
Vice Chancellor  
Human Resources

**Summary**

The adoption of initial proposals for a successor collective bargaining agreement between the California State University and Bargaining Unit 3, the California Faculty Association, will be presented to the Board of Trustees. The proposals are attached to this item.

**Recommended Action**

The following resolution is recommended for adoption:

**RESOLVED**, by the Board of Trustees of the California State University, that the initial proposals for a successor collective bargaining agreement between the California State University and Bargaining Unit 3, the California Faculty Association, is hereby adopted.

**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.**



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July 7, 2017

Members of the Board of Trustees  
The California State University  
c/o Trustee Secretariat  
401 Golden Shore, Suite 136  
Long Beach, CA 90802-4210  
Email: [trusteesecretariat@calstate.edu](mailto:trusteesecretariat@calstate.edu)

U.S. Mail and Electronic Mailed

Dear Board of Trustees:

Enclosed with this correspondence is the California Faculty Association's Public Notice for Successor Contract Bargaining. In accordance with the terms of the Collective Bargaining Agreement and the April 2016 Salary Settlement, we are providing written notice to commence reopener negotiations.

We look forward to scheduling bargaining dates right away. We intend to reach out to your chief negotiator, John Swarbrick, to commence bargaining a new agreement which will go into effect July 1, 2018.

Yours truly,

A handwritten signature in black ink, appearing to read "Kathy Sheffield". The signature is written in a cursive, flowing style.

Kathy Sheffield  
Director of Representation

Enclosure/Attachment

cc: John Swarbrick, CSU Associate Vice Chancellor Labor Relations  
Timothy P. White, CSU Chancellor





**PUBLIC NOTICE FOR THE CALIFORNIA FACULTY ASSOCIATION (CFA)**  
**PROPOSALS FOR SUCCESSOR CONTRACT BARGAINING**

CFA's Board of Directors has adopted a set of bargaining proposals upon recommendation from CFA's Bargaining Team and Contract Development and Bargaining Strategy Committee for presentation to the California State University (CSU) Board of Trustees at the July 2017 Board meeting.

In preparing our proposals, we consulted widely with our members, analyzed and reviewed the responses to a comprehensive bargaining survey, and met with members on all 23 campuses throughout the 2016-2017 Academic Year. Faculty continue to urge CFA leadership to fight hard to:

- Secure Salaries and Benefits
- Ensure Fairness in Faculty Hiring and Appointments
- Address Workload Issues
- Improve the Quality of Life on the Job

We propose to bargain over the following terms and conditions of employment:

Improve salaries at all ranks and in all ranges by addressing General Salary Increases (GSIs), Service Salary Increases (SSIs), Salary Equity, Range Elevation, and other salary solutions.

Maintain health and pension benefits at current levels.

Clarify and improve the appointment process for both permanent and temporary employees, including addressing problems connected to tenure density that impact education and professional standards for all unit 3 faculty: instructional faculty, counselor faculty, coaching faculty, and librarian faculty.

Conclude reclassification changes for CSU coaching faculty and ensure a clear process for promotion and professional growth for coaches.

Build on efforts made in the last Collective Bargaining Agreement, and as demanded by faculty in the Bargaining Survey and in campus meetings, CFA will address faculty assignments, including instructional assignments, scholarship, creative works, service to campus communities, and other faculty work, such as ensuring the rights to workload protections for counselor faculty and librarian faculty.

Build on efforts made in the last Collective Bargaining Agreement to recognize and fairly compensate faculty who are engaged in exceptional levels of service in support of the CSU's priorities by mentoring, advising, and teaching students who are underserved, first-generation, and/or underrepresented in higher education.

As strongly indicated by faculty in the Bargaining Survey and in campus bargaining meetings, CFA will seek to improve parental and other types of leave.

Consistent with CFA's recent and ongoing commitments, we will seek to further address racism, gender-based discrimination, and other issues of social justice that impact the working conditions of all unit 3 faculty: instructional faculty, counselor faculty, coaching faculty, and librarian faculty.

As strongly indicated by faculty in the Bargaining Survey and in campus bargaining meetings, CFA will seek to articulate faculty rights to Academic Freedom, especially in light of the heightened political climate that has presented threats to faculty (as well as students and others in the CSU community).

Clarify environmental health and safety rights.

Revise the Maritime Academy Cruise Memorandum of Understanding to increase pay and improve other terms of employment of cruise faculty.

Revise the grievance and discipline appeal process to more efficiently serve faculty.

As faculty expressed in campus bargaining meetings, CFA will seek to ensure that all unit 3 faculty—instructional faculty, counselor faculty, coaching faculty, and librarian faculty—continue to enjoy ownership of their Intellectual Property in the course of normal bargaining unit work.