

2014-2017 CFA TA CBA pages with changes verified with posted CBA on 5-29-15

N = May contain stricken, revised or new language to the existing article(s)

Y = Entirely new provision

Page	Affected Article	Specific Article(s) (New article - Y or N)	Changes/Additions	Policies Affected currently on FA webpage	Policies proposed in Academic Manual
TOC		10 - N	Faculty Hearing Panel Election Procedures		
TOC		20 - N	Librarian <b>Faculty Unit</b> Employees		
TOC		20 - N	Librarian and Counselor <b>Faculty Unit Employee</b>		
TOC		20 - Y	<b>Reduction in Instructional Assignments for New Probationary Faculty</b>		
TOC		20 - Y	<b>Assigned Time for Exceptional Levels of Service to Students</b>		
TOC		23 - N	Paid <del>Maternity/Paternity</del> <b>Parental</b> Leave		
TOC		31 - Y	<b>Salary Recovery Adjustments</b>		
TOC		31 - N	Salary and Benefit Re-Openers		
TOC		31 - Y	<b>Lecturer Salary Corrections</b>		
TOC		40 - Y	<b>Sick Leave</b>		
TOC		41 - Y	<b>New Side Letters</b>		
TOC		App E - N	Individual Grievance Form ( <b>revised</b> )		
3	Definitions	2.13 - N	Faculty unit employee definition revises in part and adds in part: "or, <del>library,</del> <b>librarian</b> faculty unit employee, <b>extension for credit faculty unit employee, or lecturer employee.</b> "		
4		2.13(h) - N	Adds class code: <b>2458</b>		
4-5		2.13(k) - Y	<b>k. Lecturer Employee - The term "lecturer employee" as used in this Agreement refers to a bargaining unit employee serving in a temporary appointment for a specified period of time in the following classifications: 0357, 0360, 0361, 0364, 0365, 0393, 0557, 0560, 0564, 2158, 2308, 2358, 2359, 2369, and 2458.</b>		
14	Grievance Procedures	10.2(f) - N	Revises manner in which a party may "respond" and "file" a grievance to include via facsimile or email.		1350*

Page	Affected Article	Specific Article(s) (New article - Y or N)	Changes/Additions	Policies Affected currently on FA webpage	Policies proposed in Academic Manual
16		10.7 - Y	All complaints of discrimination, including those under Article 16, shall be handled pursuant to procedures set forth in relevant CSU executive orders (as mandated by state and federal laws). At the conclusion of those complaint procedures, a Level I meeting shall be held with the grievant and the grievant's representative pursuant to 10.8. After the Level I meeting, the grievance shall proceed in accordance with the provisions of this Article. CFA shall not unreasonably refuse CSU's requests for extensions to the Article 10 timeline in order to the complete the discrimination complaint procedures.		1350*
17		10.9-10.10 - N	FHP consists of all full-time employees on campus; states CSU and CFA shall each designate one individual to serve as co-chairpersons; temporary full-time lecturers may opt out of participation.		1350*
18		10.12 - N	FHP Co-chairpersons jointly schedule the selection of the FHC		1350*
22		10.25 - N	Revises manner in which grievant may request arbitration to be either via facsimile, email, or certified return receipt		1350*
22-23		10.26(f) - Y	The parties shall accept the first date offered pursuant to 10.26(e). Either party may request the date to be rescheduled based on witness availability or other issues that require rescheduling.		1350*
32	Personnel Files	11.1 - N	" . . . the President shall designate an office with responsibility for maintenance of the Personnel Action File and shall designate a custodian for the Personnel Action File. If the contents of the Personnel Action File are stored in electronic format, such information shall be stored securely, and access to the file shall be limited to those individuals authorized to view the file under the terms of the this Agreement."		
35	Appointment	12.1 - N	Appointments shall be made in accordance with Article 16, Non-Discrimination.		1301*
36		12.3 - N	If similar assignment offered per article, the new one-year appointment shall have "a timebase equal to or greater than the timebase in the prior academic year."		1301*
36		12.5 -N	If a class is canceled prior to the third class meeting, the temporary employee shall be paid for "the portion of the academic term worked prior to the cancellation."; adds word "temporary" before part-time faculty unit employee		1301*

Page	Affected Article	Specific Article(s) (New article - Y or N)	Changes/Additions	Policies Affected currently on FA webpage	Policies proposed in Academic Manual
37		12.7 - N	If a temporary employee applies for a subsequent appointment and does not receive one, his/her right to file shall be limited to allegations of a failure to give careful consideration. <del>Such a grievance would constitute an allegation of a contractual violation and would not be a "Faculty Status Matter" as defined in Article 10 of this Agreement.</del>		1301*
37		12.11 - N	Changes "lecturer" to "temporary faculty unit employee" in regards to being placed on the salary maximum Service Salary Step Increase rate.		1301*
38		12.12(a) - N	When defining what constitutes eligible service for a 3-year appointment, "service need not be continuous" is deleted		1301*
39		12.12.(f) - N	Deletes language to clarify when a temp faculty employee may be placed on 38.48 list; now says if no work exists to support an initial or subsequent 3-year appointment or if TB is zero during the 3rd year of the 3-year appointment, then employee placed on 38.48 list		1301*
		12.29(b)(2) - N	Deletes "one year and" from "Next, offer work to other continuing one yer and multi-year (not three-year under provisions 12.12 and 12.13) full-time appointees."		1301*
44		12.29(b)(5) - Y	Next, offer work to continuing "one-year full-time appointees. Where, as a consequence of following the order of assignment in 12.29(b)1-4, there is insufficient work for which the individual is qualified to support a full-time assignment, the partial or complete reduction in time base of a continuing one-year full-time appointee does not require the layoff of the employee pursuant to Article 38."		1301*
44		12.29(b)(6)	"Next, offer work to continuing" one-year and multi-year (not three-year under provision 12.12 and 12.14) part-titme appointees up to their time base entitlement.		1301*
45-46		12.29(d) - Y	Must pay 16th unit or by mutual agreement provide a commensurate workload adjustment in a subsequent term; refers to paying as overload in 36.5(d)		1301*
46		12.30 - Y	A temp counselor or coaching faculty may request a classification review at any time during the appointment. All such requests shall be made to the appropriate administrator. Review criteria shall be based on the applicable standards for counselor faculty or coaching faculty.		1301*

Page	Affected Article	Specific Article(s) (New article - Y or N)	Changes/Additions	Policies Affected currently on FA webpage	Policies proposed in Academic Manual
52	Evaluation	15.3 - N	New language to the paragraph: "Faculty members teaching online are subject to all the rights and conditions set out in Article 15 and applicable campus evaluative policies. The collection and use of online course quantitative data for evaluation purposes shall only occur when required in campus evaluation policies and procedures."	16 - 2.1(D); 305.11	1327*
53		15.8 - N	Adds that the WPAF shall include information provided by "external reviewers"; the contents of the WPAF may be compiled and reviewed in electronic format per campus policy.	16 - 1.5; 305.11 - Maybe d/n add at all	1327*
54		15.12(a) - N	Adds that the faculty member shall be responsible for identification of materials for review consideration "as well as materials required by campus policy"; states evaluating committees and administrators are responsible for identifying and providing materials relating to evaluation required by campus policy but not accessible to the employee.	16 - 1.5	1328
54		15.12(b) - N	Regarding the insertion of material after the date of the declaration re the WPAF, adds "other than faculty and administrative evaluations generated during the evaluation cycle and responses or rebuttals by the faculty unit employee being evaluated"; also adds that copies of added material shall be provided to the faculty member	16 - 1.6	1328
55		15.14 - N	Adds a faculty member shall be given at least 5 days notice that an "online observation, and/or review of online content" is to take place; adds consultation shall occur regarding the classes to be visited and the scheduling of such visits.	16 - 3.3(B)	1328
56		15.17(b) - N	Adds "Working" to Personnel Action File		
56		15.18 - N	States student evaluation programs for librarians, counselors, and coaching faculty may be developed at the campus level	10	1329
59		15.30 - Y	Temp faculty on authorized leave who are subject to 15.28 or 15.29 review may request a postponement of the evaluation; if request is granted, the appointment shall automatically be extended through the term in which the rescheduled evaluation takes place; if the determination by appropriate administrator is positive, the new 3-yr. appointment is effective at beginning of the AY following the original expiration date of the prior appointment.	305.15	1327*

Page	Affected Article	Specific Article(s) (New article - Y or N)	Changes/Additions	Policies Affected currently on FA webpage	Policies proposed in Academic Manual
69	Disciplinary Action Procedure	19.10(d)(2) - N	Regarding faculty selected FHC appeal process in disciplinary action, the FHP Co-chairpersons rather than the FHP Chairperson and AVP/Provost or designee, jointly schedule the selection of the FHC		1350*
71-72		19.13 - N	Regarding the disciplinary action arbitration procedure, now states the arbitration procedure shall be conducted in accordance with AAA Labor Arbitration Rules		1350*
72		19.14 - N	Adds peremptory challenge language re arbitrators; permits 2 peremptory challenges		1350*
73		19.15(c) - Y	Adds that the parties shall accept the first date offered pursuant to 10.26(e)		1350*
75-76		19.24 - N	Adds that when the CSU waives the 135 abeyance period per 19.12(b), withholding imposition of the disciplinary action until a final arbitration award is issued, and when CFA is acting as the affected member's advocate, CFA shall pay an equal share of the arbitrator's fee; unless an agreement, abeyance shall not extend beyond 270 days; split costs of transcript		1350*
77	Workload	20.1(b) - N	Adds to list of faculty professional responsibilities: "and/or opportunities for student consultation connected to online teaching"		1397*
77		20.1(c) - N	Adds to list of faculty instructional responsibilities: "Just as faculty members may teach online, they may perform other duties online, pursuant to campus policies."		1397*
78		20.2(d) - N	Adds: "A part-time lecturer employee assigned additional Weighted Teaching Units (WTUs) shall be compensated" at his/her regular rate of pay for all WTUs assigned.		1397*
79		20.3(b) - N	Adds to the assignment of workload, consideration shall be given at least to the following factors: . . . "online instruction". Consideration for adjustments in workload shall be given to at least the following: "class size/number of students; course and curricular redesign; . . . including development of online and hybrid courses; . . .scholarly, and creative activities; advising; . . . service learning; student success initiatives; assessment and accreditation activities; and service on a department, college, or University committee."		1397*
80-81		20.9-20.10, 20.12, 20.16, 20.17, 20.19-20.24 - N	Adds words "faculty unit" to "librarian"		1397*

Page	Affected Article	Specific Article(s) (New article - Y or N)	Changes/Additions	Policies Affected currently on FA webpage	Policies proposed in Academic Manual
81		20.11-20.12 - N	Adds words "faculty unit" to "counselor"		1397*
81		20.13 - N	Adds that librarians and counselors may request a particular schedule, "specifying times and <b>locations</b> in which work is to be performed."		1397*
82		20.14 - N	Adds that librarians or counselors shall normally be required to be on campus during workdays "or work schedule pursuant to 20.13."		1397*
82-83		20.15-20.24 - N	Adds words "faculty unit" to "counselor"		1397*
83		20.26 - N	Adds: "A 10-month or academic year coaching faculty unit employee shall not be required to perform duties outside of his/her work year."		1397*
84-85		20.36 - Y	Entitled "Reduction in Instructional Assignments for New Probationary Faculty"; states that during the first 2 years of probationary period (new probationary faculty hired 14/15 and 15/16), the maximum instructional assignment for quarter campuses shall be 24 WTU (e.g., reduction of three 4-WTU classes over AY); reductions may be banked for future use with approval of the appropriate administrator; provision expiring 6/30/17		1397*
85-87		20.37 - Y	Entitled "Assigned Time for Exceptional Levels of Service to Students"; states that CSU will provide a \$1.3 M pool allocated to campuses by FTES to provided assigned time to faculty engaged in exceptional levels of service that support CSU's priorities and who are not otherwise receiving an adjustment in workload to reflect their effort, or for faculty already receiving assigned time for the same general category of activity; awards in 2014/15 may be banked for use in 15/16; appeals of denials to be heard by faculty committee for this purpose	AS Referral	1397*
102	Leaves of Absence with pay	23.4 - N	Changes Paid Maternity/Paternity Leave to Parental Leave		
103-104		23.6(c) - Y	With approval of the appropriate administrator, AY faculty may combine paid parental leave, sick leave, and unpaid leave in order to take an entire quarter leave; paid leave need not be exhausted before unpaid leave is taken. - also available to 12-month faculty with AY instructional assignments.		
105		23.19 - N	Adds: President may also grant emergency leave to faculty unit employees who require leave due to violent crimes, domestic violence, and/or sexual assault.		

Page	Affected Article	Specific Article(s) (New article - Y or N)	Changes/Additions	Policies Affected currently on FA webpage	Policies proposed in Academic Manual
112	Professional Development	25.6 - Y	All faculty are eligible to apply for RSCA awards funded by the CO; campus administrators shall send email notification to all faculty unit employees informing them of eligibility and the application procedures every year that RSCA is funded.		
119	Sabbatical Leaves	27.8 - N	Adds: If a sabbatical leave was denied in the immediate year prior due to factors identified in 27.6, an application for a sabbatical submitted for the following AY shall not be denied based on these factors.	26 - 3(j)	1375
129	Salary	31.2(a) - N	Capitalizes G S I within general salary increases		
130		31.2(c) - Y	Salary Recovery Adjustments - Increases to address salary stagnation for tenure-track faculty and long-term temporary faculty unit employees		
130		31.2(e) - Y	Lecturer Salary Corrections - Corrections to address Lecturer misclassification		
130		31.2 - Y	For FY 14/15, these increases shall be applied in the following order: Lecturer Salary Corrections, General Salary Increases, Salary Recovery Adjustments, and Equity Increases		
130		31.7 - Y	For FY 14/15, all faculty shall receive a 1.6% GSI retro to 7/1/14; salary schedules shall be appropriately adjusted by GSI		
131		31.8 - Y	Salary Recovery Adjustments - 3% base increase for TT faculty w/ base pay below SSI max as of 7/1/14, but cannot increase above the SSI max; the same will apply to 12.12 and 12.13 temp faculty below SSI max as of 7/1/14; 12.12 temps who receive their initial 3-year appointment in 14/15, receive the increases effective with the start of the initial 3-yr. appointment, but cannot increase above the SSI max; the same will apply to coaches with 6 or more yrs. consecutive service at campus in same classification		
131		31.9 - N	Pay for 15/16 and 16/17 shall be subject to renegotiation		
131-132		31.10 - N	If during the M&C process over salary the parties cannot reach an agreement on the salary increases, Article 9 shall be suspended, or in the alternative, the parties may jointly agree to submit the issue to mediation/arbitration		

Page	Affected Article	Specific Article(s) (New article - Y or N)	Changes/Additions	Policies Affected currently on FA webpage	Policies proposed in Academic Manual
132-134		31.11 - Y	CSU will fund a systemwide equity program with \$2 M for 14/15 to all tenured and probationary faculty who meet eligibility criteria as of 7/1/14 and who are not rehired annuitants or FERPs if: 31.10(a) current rank is Assistant or equiv and hired b/t AY 06/07 and 13/14 and base below SSI max; 31.10(b) current rank is Associate or equiv, was hired b/t AY 00/01 and 13/14 and base is below SSI max; 31.10(c ) current rank is full or equiv and hired b/t AY 00/01 and 13/14 and base is below SSI max; defines how calculation for distribution of funds will occur; increase to base effective 7/1/14; good faith effort to distribute awards by 2/1/15		
134		31.12 - N	Presidents may make additional campus-based equity awards; must consult with CFA in developing procedures and criteria to determine distribution of such funds; must be based on a campus-wide review of salary issues; these awards are distinct from Market Increases in 31.25		
134		31.13 - N	President shall provide CFA a list each year of faculty who have received a campus-based equity increase including the amount and effective date of the award		
134		31.14 - N	Added correct article numbers reference in terms of the appeal of the relevant equity award		
136		31.14(d)(3) - N	As part of appeal process of alleged procedural error re equity award, if the third party neutral is able to state w/ certainty that had it not been the procedural error, the faculty member would have received the equity increase, then the neutral may make an equity increase award not to exceed the funds allocated by the President for the equity program for that fiscal year		
136		31.15 and 31.16 - Y	Entitled: "Lecturer Salary Corrections" - eliminates Lecturer L range; moves Ls to A or B with not less than a 5% base increase effective 7/1/14; all Ls and As with a terminal degree appropriate to the teaching discipline in which they are appointed shall be converted to B with not less than 5% base increase, effective 7/1/14; temp faculty w/ terminal degree may not be appointed to L or A range		
138		31.23 - N	No SSIs implemented for FY 14/15		
140	Benefits	32.2 - N	Adds new class code 2458 Lecturer, CalState TEACH AY		



Page	Affected Article	Specific Article(s) (New article - Y or N)	Changes/Additions	Policies Affected currently on FA webpage	Policies proposed in Academic Manual
145		32.22 - N	Parking fees frozen for FY 14/15; if reopen Article 31 in 15/16 or 16/17, then parking fees shall also be subject to reopener		
145		32.25 - Y	Campuses will encourage use of alternative transportation, which may include free or discounted mass transit passes, van pools, Ride Share points, etc.		
151	Additional Employment	36.5 - N	Adds to overage employment: (d) is necessary to meet a temp faculty's entitlement to F/T, or to offer work to P/T up to F/T under 12.29 (a)(8) or (b)(8); however, entitlement to subsequent employment at a campus shall not exceed F/T in any academic term		
152	Safety	37.3 - N	CSU to inform faculty of all safety policies, training, by email or otherwise		
152		37.6 - N	Adds "in writing" to how to communicate with faculty re results of investigation of unhealthy or unsafe conditions		
152-153		37.7 - n	Adds "in writing" to how to respond to faculty who may request a temporary reassignment when believes danger to his/her health & safety		
159	Order of Layoff	38.27 - N	Re Options in Lieu of Layoff - Appropriate administrators shall make good faith efforts to identify positions for which tenured or probationary faculty members who have received a notice of layoff may be qualified		
159		38.29 - N	Adds "or probationary" in terms of reassignment layoff option		
162		38.47 - N	Adds "temporary" to language that a partial or complete reduction in time base of a P/T "temporary" faculty employee may be accomplished per 12.5 and does not require a layoff		
165-166	Intellectual Property Rights	39.3 - N	Intellectual property expanded with more examples; adds: Unless there is a separate agreement to the contrary, consistent with this Article, neither the CSU nor third party provides are entitled to grant licenses or make assignments with respect to such materials to publishers and publishing agents, or any third party.		
166		39.6 - N	Changes "may" to "shall" re this CBA not applying to materials created with extraordinary university support, which "shall" be addressed by separate individual agreements.		

Page	Affected Article	Specific Article(s) (New article - Y or N)	Changes/Additions	Policies Affected currently on FA webpage	Policies proposed in Academic Manual
167	Extension For-Credit Employment	40.1 - N	Changes "pursuant to Executive Order 802" to "through Extension"		
168		40.9 - N	Adds: In the event that individuals appointed in these classifications receive union leave under 6.12 or 6.17, the CFA shall reimburse the CSU for actual salary and benefit costs.		
170		40.19 - Y	Faculty employed per Article 40 shall earn sick leave at the rate of one day per 4 WTU assignment on a quarter campus in any appointment; sick leave will be credited at the beginning of the appointment; sick leave may be used at any time during this appointment.		
170		40.20 - N	Adds: Range 1 (Assistant) for classifications 2322 and 2323 shall be abolished.		
170		40.21 - N	Salary rates for 2322 and 2323 shall increase consistent with the overall comp pool increase for Unit 3; for 14/15, 3% increase effective 7/1/14; subsequent years GSIs to be renegotiated; campus processes increases.		
171	Duration and Implementation	41.1 - N	Changes end CBA effective date to June 30, 2017 (beginning effective date is the date of ratification by both parties)		
171		41.2 - N	Changes successor negotiations dates to 2016		
171		41.3 - N	Adds: The CSU shall make appropriate requests for financing or budgetary funding in amounts sufficient to meet obligations set out in this Agreement. Deletes: language about articles automatically subject to meet and confer process; and deletes that benefits will be part of reopeners		

\*If policy not deleted

Policies for clean-up

Appendix 27B/1336 - Temp evaluation form - add signature line for temp faculty after department and DC's reviews

Appendix 16/1328 - Section 2.5 - remove second sentence beginning "However"

1305 - Add "tenure-line" to differentiate that policy does not refer to temp faculty

Any other Academic Manual policies that were not revised with prior CBA revisions

## 2014-2017 CFA TA CBA pages with changes

Page	Affected Article	Specific Article(s) (New article - Y or N)	Changes/Additions
52	Evaluation	15.3	New language to the paragraph: "Faculty members teaching online are subject to all the rights and conditions set out in Article 15 and applicable campus evaluative policies. The collection and use of online course quantitative data for evaluation purposes shall only occur when required in campus evaluation policies and procedures."
53		15.8	Adds that the WPAF shall include information provided by "external reviewers"; the contents of the WPAF may be compiled and reviewed in electronic format per campus policy.
54		15.12(a)	Adds that the faculty member shall be responsible for identification of materials for review consideration "as well as materials required by campus policy"; states evaluating committees and administrators are responsible for identifying and providing materials relating to evaluation required by campus policy but not accessible to the employee.
54		15.12(b)	Regarding the insertion of material after the date of the declaration re the WPAF, adds "other than faculty and administrative evaluations generated during the evaluation cycle and responses or rebuttals by the faculty unit employee being evaluated"; also adds that copies of added material shall be provided to the faculty member
55		15.14	Adds a faculty member shall be given at least 5 days notice that an "online observation, and/or review of online content" is to take place; adds consultation shall occur regarding the classes to be visited and the scheduling of such visits.
56		15.17(b)	Adds "Working" to Personnel Action File
56		15.18	States student evaluation programs for librarians, counselors, and coaching faculty may be developed at the campus level
59		15.3	Temp faculty on authorized leave who are subject to 15.28 or 15.29 review may request a postponement of the evaluation; if request is granted, the appointment shall automatically be extended through the term in which the rescheduled evaluation takes place; if the determination by appropriate administrator is positive, the new 3-yr. appointment is effective at beginning of the AY following the original expiration date of the prior appointment.
77	Workload	20.1(b)	Adds to list of faculty professional responsibilities: "and/or opportunities for student consultation connected to online teaching"
77		20.1(c)	Adds to list of faculty instructional responsibilities: "Just as faculty members may teach online, they may perform other duties online, pursuant to campus policies."
78		20.2(d)	Adds: "A part-time lecturer employee assigned additional Weighted Teaching Units (WTUs) shall be compensated" at his/her regular rate of pay for all WTUs assigned.
79		20.3(b)	Adds to the assignment of workload, consideration shall be given at least to the following factors: . . . "online instruction". Consideration for adjustments in workload shall be given to at least the following: "class size/number of students; course and curricular redesign; . . . including development of online and hybrid courses; . . ."scholarly, and creative activities; advising; . . . service learning; student success initiatives; assessment and accreditation activities; and service on a department, college, or University committee."
80-81		20.9-20.10, 20.12, 20.16, 20.17, 20.19-20.24	Adds words "faculty unit" to "librarian"
81		20.11-20.12	Adds words "faculty unit" to "counselor"

## 2014-2017 CFA TA CBA pages with changes

Page	Affected Article	Specific Article(s) (New article - Y or N)	Changes/Additions
81		20.13	Adds that librarians and counselors may request a particular schedule, "specifying times and <b>locations</b> in which work is to be performed."
82		20.14	Adds that librarians or counselors shall normally be required to be on campus during workdays "or work schedule pursuant to 20.13."
82-83		20.15-20.24	Adds words "faculty unit" to "counselor"
83		20.26	Adds: "A 10-month or academic year coaching faculty unit employee shall not be required to perform duties outside of his/her work year."
84-85		20.36	Entitled "Reduction in Instructional Assignments for New Probationary Faculty"; states that during the first 2 years of probationary period (new probationary faculty hired 14/15 and 15/16), the maximum instructional assignment for quarter campuses shall be 24 WTU (e.g., reduction of three 4-WTU classes over AY); reductions may be banked for future use with approval of the appropriate administrator; provision expiring 6/30/17
85-87		20.37	Entitled "Assigned Time for Exceptional Levels of Service to Students"; states that CSU will provide a \$1.3 M pool allocated to campuses by FTES to provided assigned time to faculty engaged in exceptional levels of service that support CSU's priorities and who are not otherwise receiving an adjustment in workload to reflect their effort, or for faculty already receiving assigned time for the same general category of activity; awards in 2014/15 may be banked for use in 15/16; appeals of denials to be heard by faculty committee for this purpose