

## AGENDA

### COMMITTEE ON COLLECTIVE BARGAINING

**Meeting: 9:20 a.m., Wednesday, November 20, 2024**  
**Munitz Conference Room—Closed Session**  
**Government Code §3596(d)**

**1:55 p.m., Wednesday, November 20, 2024**  
**Glenn S. Dumke Auditorium—Open Session**

Larry L. Adamson, Chair  
Christopher Steinhauser, Vice Chair  
Wenda Fong  
Julia I. Lopez  
Jack McGrory

#### **Open Session—Glenn S. Dumke Auditorium**

- Consent**
1. Approval of Minutes, *Action*
  2. Ratification of the Tentative Agreement with Bargaining Unit 4, Academic Professionals of California (APC), *Action*
  3. Adoption of Initial Proposals for a Successor Collective Bargaining Agreement with Bargaining Unit 3, the California Faculty Association, *Action*

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

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

**September 24, 2024**

**Members Present**

Larry L. Adamson, Chair  
Christopher Steinhauser, Vice Chair  
Wenda Fong  
Julia I. Lopez  
Jack McGrory

Jack B. Clarke, Jr., Chair of the Board  
Mildred García, Chancellor

**Public Speakers**

Public comment took place at the beginning of the meeting's open session, prior to all committees.

Chair Adamson called the Committee on Collective Bargaining to order.

**Approval of the Consent Agenda**

The minutes of the May 21, 2024, meeting were approved as submitted.

Agenda Item 2, Ratification of the Tentative Agreement with Bargaining Unit 1, Union of American Physicians and Dentists (UAPD), was approved as submitted.

Agenda Item 3, Ratification of the Tentative Agreement with Bargaining Unit 10, International Union of Operating Engineers (IUOE) was approved as submitted.

Chair Adamson adjourned the meeting of the Committee on Collective Bargaining.

## **COMMITTEE ON COLLECTIVE BARGAINING**

### **Ratification of the Tentative Agreement with Bargaining Unit 4, Academic Professionals of California (APC)**

#### **Presentation By**

Albert A. Liddicoat  
Interim Vice Chancellor  
Human Resources

#### **Summary**

The tentative agreement between the California State University and Bargaining Unit 4, Academic Professionals of California (APC), will be presented to the Board of Trustees for ratification.

#### **Recommended Action**

The following resolution is recommended for ratification:

**RESOLVED**, by the Board of Trustees of the California State University, that the tentative agreement between the California State University and Bargaining Unit 4, Academic Professionals of California (APC), is hereby ratified.

**COMMITTEE ON COLLECTIVE BARGAINING**

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

**Presentation By**

Albert A. Liddicoat  
Interim Vice Chancellor  
Human Resources

**Summary**

The 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 for adoption. 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)**

**November 2024**

**Bargaining Unit 3  
2025 Successor Agreement Negotiations  
California State University Bargaining Proposals**

**ARTICLE 2 – Definitions**

- Review and amend definitions to reflect any substantive changes elsewhere in the Agreement.

**ARTICLE 6 – CFA’s Rights**

- Review and amend contractual provisions relating to supplying information to the union; union leave; and the provision of resources for union business.

**ARTICLE 9 – Concerted Activities**

- Clarify rights and responsibilities in the event of concerted activities.

**ARTICLE 10 – Grievance Procedure**

- Review and amend the grievance procedure to increase efficiency and effectiveness.

**ARTICLE 12 – Appointment**

- Review and amend contractual provisions related to the appointment of temporary faculty; evaluation of temporary faculty; the order of assignment of work; and range elevation.

**ARTICLE 15 – Evaluation**

- Review and amend contractual provisions related to the evaluation process for faculty.

**ARTICLE 18 – Reprimands**

- Review and amend contractual provisions related to the retention of reprimands.

**ARTICLE 19 – Disciplinary Action Procedure**

- Review and amend disciplinary action procedure to increase efficiency and effectiveness.

**ARTICLE 20 – Workload**

- Review and amend contractual provisions related to assignment of professional responsibilities; probationary faculty instructional assignments; and substitute assignments.

**ARTICLE 21 – Summer Term Employment**

- Review and amend contractual provisions relating to Summer Term Employment.

**ARTICLE 22 – Leaves of Absence without Pay**

- Review and amend contractual provisions related to the use and reporting of employee leaves without pay.

**ARTICLE 27 – Sabbatical Leave**

- Review and amend provisions of sabbatical leave.

**ARTICLE 29 – Faculty Early Retirement Program**

- Review and amend provisions of the Faculty Early Retirement Program.

**ARTICLE 30 – Pre-Retirement Reduction in Time Base**

- Review and amend provisions of Pre-Retirement Reduction in Time Base.

**ARTICLE 32 – Benefits**

- Review and amend contractual provisions related to employee benefits.

**ARTICLE 38 – Layoff**

- Review and amend current contractual provisions relating to layoff and re-employment procedures.

**ARTICLE 40 – Extension For-Credit Employment**

- Review and amend contractual provisions related to extension employment.

**ARTICLE 41 – Duration and Implementation**

- Make proposals on the duration of any successor Agreement.

**Side Letters and Memoranda of Understanding**

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, modify, or delete proposals for any/all Articles during the course of negotiations, in accordance with applicable laws.**



California Faculty Association  
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Sacramento, Ca 95814-2716

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October 31, 2024

**BY EMAIL AND US POSTAL SERVICE**

Joseph Jelincic  
Assistant Vice Chancellor, Collective Bargaining  
The California State University  
401 Golden Shore  
Long Beach, CA 90802

RE: Bargaining

Dear Mr. Jelincic,

Pursuant to Article 41.2 of the Collective Bargaining Agreement (CBA), the California Faculty Association (CFA) requests to bargain over all articles contained in the CBA. Additionally, the union seeks to bargain over Academic Freedom and Artificial Intelligence. Attached, please find CFA's public notice of intent to bargain.

In the coming weeks, the union will make appointments to the CFA Bargaining Team. As we did in the last round of bargaining, CFA intends to invite participation from all CFA members. In order to achieve an agreement as soon as possible, CFA's Bargaining Team will make itself available beginning in the spring semester. We can discuss dates by phone or email, and Thursday/Friday sessions are preferable.

We are open to Zoom or in-person sessions in union or campus spaces that can accommodate our teams. In-person locations must accommodate remote participation by CFA members for whom travel is inconvenient or poses a barrier/health risk to exercise union rights.

Sincerely,

A handwritten signature in blue ink that reads 'Kathy Sheffield'.

Kathy Sheffield  
Director of Representation and Bargaining

Cc: Kevin Wehr, CFA Bargaining Team Chair  
Lisa Kawamura, CFA Contract Development and Bargaining Strategy Committee Chair  
California State University Board of Trustees

Attachment



**Attachment B**

CB – Agenda Item 3

November 20-21, 2024

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**Public and Written Notice for the California Faculty Association (CFA) to Commence Negotiations for a Successor Collective Bargaining Agreement to Take Effect on July 1, 2025**

CFA’s Board of Directors has adopted a set of initial (“sunshine”) bargaining proposals for a successor Unit 3 contract for presentation to the California State University (CSU) Board of Trustees at its November 2024 board meeting.

We expect the CSU’s labor relations professionals to make themselves available to meet with CFA’s bargaining team early in 2025.

In preparing this notice, we consulted widely with our members and are continuing to do so throughout the fall to collect input from faculty at all twenty-three of the CSU campuses. Faculty are concerned about respect and dignity in their professions, the state of academic freedom, fair access for the students of California, and equity and racial and social justice within the CSU.

We seek a successor agreement that improves compensation and builds on the gains we achieved in reopener bargaining this year. In successor negotiations, CFA intends to bargain with CSU management to:

Improve salaries at all ranks and in all ranges and ameliorate salary equity problems such as compression, inversion, outdated starting salaries, and the salary structure itself.

Address salary inequities correlated with race, gender, and other identities.

Provide stability in appointments and assignments for temporary and permanent employees, focusing on greater job stability for erroneously deemed “temporary” faculty.

Define workload for all faculty based on pedagogically appropriate class sizes, professionally recognized counselor to student ratios, contemporary librarian responsibilities, and coaching duties (both on and off the field).

Enhance support for academic freedom, in and out of the classroom, as it is the indispensable requisite for unfettered teaching and research in institutions of higher education.

Ensure faculty rights and protect the integrity of work and knowledge that may be impacted by developments in artificial intelligence.

Increase provisions and improvements for faculty and students of color, women, people with disabilities, and LGBTQIA+ individuals, in accordance with CFA’s anti-racism and social justice mission.

Fully recognize (in compensation and assignments) faculty who serve the needs of California's diverse and deserving student population.

Develop and implement evaluation processes that are fair, appropriate, and that acknowledge and address biases and overreliance on student opinions.

Improve paid leaves including family leave.

Provide greater rights for campus health and safety.

Revise the grievance and discipline appeals processes to provide for more efficiency and execution of due process.

Revise the Maritime Academy Cruise Memorandum of Understanding (MOU) to increase pay and benefits of cruise faculty to levels commensurate with the nature of the cruise assignment, the level of faculty responsibility for students aboard ship and in ports of call, and the level of responsibility for the safety of the ship and the crew.

In bargaining over these rights, CFA expects to bargain over every single article in the contract.