

**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.