

BRIEF OVERVIEW OF LECTURER PROVISIONS IN COLLECTIVE BARGAINING AGREEMENT
(rev. 8/06/07)

Articles in the CFA/CSU Collective Bargaining Agreement (CBA or contract) that refer to “faculty” include Lecturers (temporary faculty) unless the provision is explicitly restricted.

Go to <http://www.calfac.org/contract.html> for:

- Complete Collective Bargaining Agreement 2006-2010 (ratified and went into effect as of 5/15/07) (Articles 12 and 15 are particularly relevant to Lecturers)
- Summary of Salary Related Issues
- FAQ on SSIs
- Summary of Non-salary Related Issues
- Summary of Lecturers Issues (3 pages)
- Q & A about the Tentative Agreement
- Contact contract1@calfac.org with questions

Salary: Lecturers are included in General Salary Increases (GSIs) and Service Salary Increases (SSIs or “steps”). Lecturer D’s will be eligible for consideration in the Post-Promotion Increase (PPI) program. Lecturers are not eligible for the new Equity Program. The contract has 20.7% (not counting compounding) in GSIs during 2006-2010, with the first GSI of 3% retroactive to 7/06 and a total increase of at least 7.7%, effective as of 7/07. In addition, eligible Lecturers will get SSIs and can apply for range elevation and PPIs. (See Summary of Salary Related Issues and FAQ on SSIs on website listed above.) It’s important that you track your salary carefully over the next few months, with your 5/01/07 paycheck as a base.

Benefits: Lecturer health benefits eligibility remains six units and a one-semester (or two consecutive quarters) appointment, with accrual possible across CSU. Lecturers are now eligible for leaves without pay on the same basis as other faculty. Lecturers with 3-year appointments are now eligible for fee waiver

Appointment Rights (Article 12): Previously established appointment rights are unchanged except as noted below.

- Initial 3-year appointments are automatic following six consecutive years of service in a department (at least one semester or two quarters per year) except in cases of documented unsatisfactory work or serious conduct problems and are based on the regular periodic evaluation process. There is no “special or separate” evaluation. By June 30th of each year, administration must post a list of Lecturers eligible for a 3-year appointment.
- The Preference for Work order (Article 12.29) is based on the “Angelo Order” and is now included in the contract. Students appropriately hired as TAs, GAs, and ISAs have preference in this order but there is a cap on TA use and all such hiring will be tracked and monitored by a joint Chancellor’s Office/CFA committee.
- After 3-year Lecturers or other multi-year appointments are given work up to their entitlement, there are two new categories in the order of work: a “recall” category for 3-year Lecturers who were laid off and put on a recall list and a “Visiting Faculty” category allowing a very limited number of full-time hires who can be appointed for only one year and cannot be hired for a subsequent Visiting Faculty appointment.
- After decisions are made regarding Lecturers with only “careful consideration” rights, then remaining temporary work is assigned to incumbents as “new and additional” work **up to and including a 1.0 time base**. (In some cases, a 1.0 time base may involve 16 units in a term.)
- Contract now includes a Chart (Appendix F) that helps clarify 1-year and 3-year entitlements.

Evaluation (Article 15)

- Lecturers with 3-year appointments are required to be evaluated only once every three years (but can be evaluated more often at either party’s discretion).
- New provisions for evaluation timelines, rebuttal, and classroom visit notifications.

Range Elevation

- Contract mandates deadlines and changes peer review process if range elevations are denied, which will require changes in Academic Senate policy. (Academic Senate policies must be in compliance with the contract.)
- Because of the retroactive SSIs, additional Lecturers will be eligible to apply for range elevation pay raises during the 06-07 academic year. Criteria unchanged (“work assignment”).

Grievance Procedures

- Lecturers are included in the expanded, two-track grievance procedure that now includes both the previous contract grievance process and the new statutory process. The statutory process has an elected faculty hearing panel from which is drawn faculty to serve on hearing committees. All Lecturers can vote for panel members and full-time Lecturers can serve.
- There will be an optional “Umpire” arbitration system for Lecturer appointment issues.

