

**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 2023**

**Bargaining Unit 3  
2024 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 10 – Grievance Procedure**

- The CSU will make proposals to amend grievance procedures to increase efficiency and effectiveness and ensure compliance with applicable federal and state law.

**ARTICLE 11 – Personnel File**

- Review and amend as appropriate current contractual provisions in relation to the procedures and usage of personnel files.

**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 16 – Non-Discrimination**

- Review current language in light of operative and evolving law and any applicable recommendations from the Cozen O’Connor assessment and the California State Auditor’s report.

**ARTICLE 17 – Temporary Suspension**

- The CSU will make proposals to increase operational effectiveness with regards to temporary suspensions.

**ARTICLE 18 – Reprimands**

- The CSU will make proposals related to clarity and consistency of reprimands.

**ARTICLE 19 – Disciplinary Action Procedure**

- The CSU will make proposals to amend disciplinary action procedure to increase efficiency and effectiveness and ensure compliance with applicable federal and state law.

**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 substitute assignments.

**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 26 – Fee Waiver**

- Review and amend as appropriate current contractual provisions in relation to fee waiver.

**ARTICLE 27 – Sabbatical Leave**

- Review and amend as appropriate provisions of sabbatical leave.

**ARTICLE 29 – Faculty Early Retirement Program**

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

**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 36 – Additional Employment**

- The CSU will make proposals in relation to additional employment.

**ARTICLE 39 – Intellectual Property Rights**

- The CSU will propose a full revision of the way that the Agreement deals with intellectual property rights.

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

- The CSU will make proposals in relation to extension employment.

**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.**