

Lecturer Job Security and Due Process (January 2007)

California Faculty Association (CFA) is the exclusive bargaining agent for faculty (including full and part-time Lecturers), librarians, counselors, and coaches at the 23 CSU campuses.

Lecturers' Handbook 2002-2004 (Overview of Lecturer contract provisions, pp. 7-11)
<http://www.calfac.org/handbook.html>

Collective Bargaining Agreement 2002-2005 (extended through January 31, 2007)
The Unit 3 contract is available on CFA's Web site at <http://www.calfac.org/contract.html>

Articles of Particular Significance to Lecturers

- 12.3 One-year appointment
 - 12.7 Careful consideration
 - 12.9 Similar assignment
 - 12.10 Eligibility for Service Salary Step Increases (SSIs)
 - 12.12 Three-year appointments
 - 12.13 Presumption of re-appointment
 - 12.16-12.21 Range elevation
 - 12.30* Preference for available work (*previously 12.29)
 - 12.31 Dedicated department funding
 - 22.1-22.2 Leave of absence without pay
 - 15.21-15.24 Lecturer Periodic Evaluation (See also 12.2, 15.2 and 15.14)
- 32.3 Benefits with 6 units and appointment for at least one semester or two consecutive quarters

New in the Re-opener Bargaining agreed to 2004

- 12.18 Notification of range elevation eligibility
- 24.9 Notification of total accrued sick leave
- 31.29 Salary Structure Study Committee
- 31.30 Direct Deposit
- 32.17 CalPers Retirement Benefits enhancement (AB2549) with budget trigger. Eligibility is currently .5 (7.5 WTUs) timebase and 3 consecutive semesters (or 4 quarters)
- 32.21 Pre-tax parking
- 32.22 One parking pass for multiple campuses
Parking fees frozen for 2003-2004 (side letter)
- 38.11 Order of layoff includes three-year appointment rights

Summer Term—See Article 21 for Lecturer hiring preferences and at semester campuses accrual of sick leave, SSI units, and service credit.

Zero-time-base appointments—used to protect appointment/entitlement rights for Lecturers during the term of an appointment.

Departmental Faculty Work Assignments The CFA and CSU have reached agreement on the order of assignment of work to Lecturers. The April 19, 2004, agreement (on the application of the December 2003 New and Additional Work Arbitration) clarifies the distribution of work available for assignment to Lecturers, including new and additional work under Article 12.30.