

Quick Guide to Lecturer Provisions in CFA/CSU Collective Bargaining Agreement (CBA) 2006-2010

This quick guide refers you to CBA articles with provisions that are particularly relevant to lecturers (faculty on full or part-time temporary appointments). The CBA is available at CFA's web site: <http://www.calfac.org>
For further information, refer to the Lecturers' Handbook or contact CFA.

Getting and Keeping the Work

12.2	Appointment letters
12.3	One-year appointment rights and entitlement rights (see also chart in Appendix F)
12.5	Pay for classes canceled prior to third class meeting/subsequent cancellations require full pay
12.5, 12.6	Full-time non-contingent appointment rights
12.7	Careful consideration
12.9	Similar assignment and salary placement
12.12	Three-year appointments, including zero-time-base to protect entitlement (12.12.f)
12.12.h	Recall rights (see also Article 38.48)
12.13	Presumption of subsequent three-year appointments
12.29	Preference for available work (order of assignment) up to and including a 1.0 time base
12.31-12.33	Restrictions on Teaching Associate employment
12.34	Restrictions on Visiting Faculty employment
15.1-15.27	Evaluation procedures (including student evaluations of teaching)
15.14	Classroom visits require notification and consultation
15.26	Periodic evaluation required only once during 3-year term for lecturers with 3-year appointments
21.23-21.24	Contractual procedures and hiring order for summer term
22.1-22.27	Leave of absence without pay (Lecturer entitlements protected in 22.2)
23.4-23.5	Paid maternity/paternity leave (Article 23 covers additional paid leaves)
24.1-24.23	Paid sick leave, disability leave, and catastrophic leave
38.11	Order of layoff (see also recall rights in 38.48)
11.1	Personnel files as basis for personnel actions
10.2	Lecturers have full access to grievance procedures: both contract and statutory tracks.
10.28	Expedited umpire arbitration procedure for lecturer appointment cases

Getting a Fair Salary:

31.1-31.6	Lecturers on same salary schedule as tenure-line faculty (except Range A only for Lecturers)
31.7-31.11	Lecturers receive same percent General Salary Increase as tenure-line faculty.
31.13-31.16	Lecturers in D range eligible for Post Promotion Increases (PPI)
31.19- 31.26	Lecturers receive same percent Service Salary Increases (SSIs) as tenure-line faculty.
12.9	Re-appointment in same department or unit requires same or higher salary placement.
12.10	Lecturer SSI eligibility 24 WTUs at semester campus or 36 WTUs at quarter campus
12.16-12.20	Range elevation to allow advancement on salary schedule (with appeal rights)
12.18	Notification of range elevation eligibility required
12.35	Dedicated department funding

Getting Benefits

32.2	Full health benefits (medical, vision, dental, disability) for lecturers and coaches with at least 6 units (a 0.4 time base) per term and appointment for at least one semester or two consecutive quarters.
32.13	Flex cash payments for benefits-eligible faculty who waive benefits.
21.28	Lecturer benefits stipend in summer term
32.19	PST Retirement Plan for lecturers not eligible for CalPERS retirement plan Lecturers with at least 7.5 WTUs enrolled in CalPERS and social security (with employee and employer contributions) at beginning of third semester or fourth quarter of consecutive employment
26.1-26.14	Lecturers and coaches eligible for fee waiver (see restrictions in 26.1)

Equal Access/Recognition as a Faculty Member in the System

2.13	Part-time and full-time faculty on temporary appointments are faculty unit employees in Unit 3 covered by all references in the CBA to "faculty" unless specifically excluded.
10.8-10.10	In statutory grievance process, all lecturers can vote in faculty panel elections, and full-time lecturers can serve on panels and committees. (Service by lecturers is voluntary.)
24.9	Right to notification of total accrued sick leave
31.31	Access to direct deposit program
32.23-32.24	Access to pre-tax parking and one parking pass for multiple campuses
33.3	Access to personal holiday
27.2, 28.4	Full-time lecturer eligibility for sabbatical and difference-in-pay leaves