



CFA and Our Contract: We've Come a Long Way

Since 1983, the California Faculty Association has secured improvements to the faculty contract and fought back against take-aways of our hard-won gains. Not only do these wins improve our working conditions in the CSU, but also help preserve our public university system. Here are some of the highlights:

- › Won mandatory relief from direct teaching for new probationary faculty (Article [20.36](#))
- › Secured health insurance benefits for part-time Lecturers (from 0.4 timebase), as a result of CFA-championed legislation (AB 211 in 2002) (Article [32](#))
- › Preserved FERP – the popular Faculty Early Retirement Program – despite numerous attempts to take away this program (Article [29](#)).
- › Established rights to 1 and 3 year contracts for Lecturers (Article [12.12](#))
- › Extended representation to faculty teaching in Extension for Credit and expanded sick leave benefits for Lecturers teaching in Extension (Articles [21.23](#) and [40.19](#)).
- › Increased guaranteed minimum raise with promotion to 9% (Article [31.5](#))
- › Initiated catastrophic leave donation program (Article [24.23](#))
- › Established right to preference for work hiring order for Lecturers (Article [12.29](#))
- › Expanded eligibility for fee waivers for faculty to include Lecturers and Coaches (Article [26](#))
- › Negotiated special Exceptional Service awards to support faculty working with first-generation college students and students of color (Article [20.37](#))
- › Gained improvements to Range Elevation opportunities for Lecturers and Librarians with temporary appointments: a new Range Elevation agreement allows more faculty to apply and receive raises of at least 5%. ([2016 Range Elevation MOU](#))
- › Secured improvements to Parental Leave benefits: in addition to paid parental leave, tenured and tenure-track faculty may take up to one year of parental leave without pay and now have greater flexibility in scheduling leave (Articles [22](#) and [23](#)).
- › Eliminated lowest paid range for Lecturers and reclassified Lecturers with terminal degrees to range “B” or higher. (Articles [31.15](#) and [31.16](#))
- › Negotiated increase to extra pay formula for summer term work (Article [21](#)).
- › Protected a secure retirement for faculty by fighting off attempts to increase contribution formulas.
- › Expanded representation rights through establishment of statutory grievance process (Article [10.9 et seq.](#))
- › Since 2016, won raises totaling at least 16.5% for all faculty, and more for the lower paid and long-term faculty (Article [31](#)).
- › Ongoing work to improve tenure density, develop pathways to tenure, and improve the salary structure ([2017 Contract Extension](#))

Let's Not Turn Back the Clock: Stay CFA Proud!