

**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 2024**

**Bargaining Unit 3**  
**2025 Successor Agreement Negotiations**  
**California State University Bargaining Proposals**

**ARTICLE 2 – Definitions**

- Review and amend definitions to reflect any substantive changes elsewhere in the Agreement.

**ARTICLE 6 – CFA’s Rights**

- Review and amend contractual provisions relating to supplying information to the union; union leave; and the provision of resources for union business.

**ARTICLE 9 – Concerted Activities**

- Clarify rights and responsibilities in the event of concerted activities.

**ARTICLE 10 – Grievance Procedure**

- Review and amend the grievance procedure to increase efficiency and effectiveness.

**ARTICLE 12 – Appointment**

- Review and amend contractual provisions related to the appointment of temporary faculty; evaluation of temporary faculty; the order of assignment of work; and range elevation.

**ARTICLE 15 – Evaluation**

- Review and amend contractual provisions related to the evaluation process for faculty.

**ARTICLE 18 – Reprimands**

- Review and amend contractual provisions related to the retention of reprimands.

**ARTICLE 19 – Disciplinary Action Procedure**

- Review and amend disciplinary action procedure to increase efficiency and effectiveness.

**ARTICLE 20 – Workload**

- Review and amend contractual provisions related to assignment of professional responsibilities; probationary faculty instructional assignments; and substitute assignments.

**ARTICLE 21 – Summer Term Employment**

- Review and amend contractual provisions relating to Summer Term Employment.

**ARTICLE 22 – Leaves of Absence without Pay**

- Review and amend contractual provisions related to the use and reporting of employee leaves without pay.

**ARTICLE 27 – Sabbatical Leave**

- Review and amend provisions of sabbatical leave.

**ARTICLE 29 – Faculty Early Retirement Program**

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

**ARTICLE 30 – Pre-Retirement Reduction in Time Base**

- Review and amend provisions of Pre-Retirement Reduction in Time Base.

**ARTICLE 32 – Benefits**

- Review and amend contractual provisions related to employee benefits.

**ARTICLE 38 – Layoff**

- Review and amend current contractual provisions relating to layoff and re-employment procedures.

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

- Review and amend contractual provisions related to extension employment.

**ARTICLE 41 – Duration and Implementation**

- Make proposals on the duration of any successor Agreement.

**Side Letters and Memoranda of Understanding**

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, modify, or delete proposals for any/all Articles during the course of negotiations, in accordance with applicable laws.**