

August 27, 1987

### SETTLEMENT AGREEMENT

This Settlement Agreement ("Agreement") is made and executed between California Faculty Association ("CFA") and the Trustees of the California State University ("CSU").

NOW THEREFORE, the parties agree as follows:


1. Whenever the CSU creates a systemwide committee which deals with matters affecting conditions of employment of employees represented by CFA, and invites a member or members of CFA's bargaining unit to sit on the committee, the CSU shall, at the request of CFA, invite an additional member of the bargaining unit selected by CFA, to sit on such committee.
2. CSU shall promptly notify CFA of all systemwide committees which it establishes which include a member of the bargaining unit.
3. For the purposes of this Agreement "member of the bargaining unit" includes unit members who serve on committees as a result of their positions in the Academic Senates of the CSU. This Agreement shall not however apply to committees established by the Academic Senate, rather than by CSU management, or to committees consisting solely of CSU management or other non-CFA bargaining unit members.
4. CFA shall bear the cost connected with any unit member it designates to participate as a member of such committees, except that CSU shall excuse such designees from work assignments, without a loss of compensation in order to attend the meetings, in the same manner as for its appointees. CFA shall be responsible for all travel and accommodation expenses of its designees.
5. If a dispute arises under this Agreement, the parties agree to meet and discuss the issues, prior to resorting to arbitration. If the dispute cannot be amicably resolved by the parties, this Agreement shall be interpreted and enforced by arbitration conducted pursuant to the Voluntary Labor Arbitration Rules of the American Arbitration Association. It is expressly understood and

agreed by the parties that the arbitrator's jurisdiction shall be limited to the interpretation and enforcement of this Agreement. The arbitrator shall have no jurisdiction to make a binding interpretation of, or to enforce, any provision of HEERA.


6. This Agreement shall continue for the life of the current Agreement between CFA and CSU.

Dated: 27 August 1987

CALIFORNIA FACULTY ASSOCIATION

By:  (8/07/91)  
Name PAUL B. WORTHMAN  
Title Associate General Manager

CALIFORNIA STATE UNIVERSITY

By:  (8-7-91)  
Name JACOB M. SAMIT  
Title Assistant Vice Chancellor  
Employee Relations