

July 7, 2017

Members of the Board of Trustees  
The California State University  
c/o Trustee Secretariat  
401 Golden Shore, Suite 136  
Long Beach, CA 90802-4210  
Email: [trusteesecretariat@calstate.edu](mailto:trusteesecretariat@calstate.edu)

U.S. Mail and Electronic Mailed

Dear Board of Trustees:

Enclosed with this correspondence is the California Faculty Association's Public Notice for Successor Contract Bargaining. In accordance with the terms of the Collective Bargaining Agreement and the April 2016 Salary Settlement, we are providing written notice to commence reopener negotiations.

We look forward to scheduling bargaining dates right away. We intend to reach out to your chief negotiator, John Swarbrick, to commence bargaining a new agreement which will go into effect July 1, 2018.

Yours truly,



Kathy Sheffield  
Director of Representation

Enclosure/Attachment

cc: John Swarbrick, CSU Associate Vice Chancellor Labor Relations  
Timothy P. White, CSU Chancellor

**PUBLIC NOTICE FOR THE CALIFORNIA FACULTY ASSOCIATION (CFA)**  
**PROPOSALS FOR SUCCESSOR CONTRACT BARGAINING**

CFA's Board of Directors has adopted a set of bargaining proposals upon recommendation from CFA's Bargaining Team and Contract Development and Bargaining Strategy Committee for presentation to the California State University (CSU) Board of Trustees at the July 2017 Board meeting.

In preparing our proposals, we consulted widely with our members, analyzed and reviewed the responses to a comprehensive bargaining survey, and met with members on all 23 campuses throughout the 2016-2017 Academic Year. Faculty continue to urge CFA leadership to fight hard to:

- Secure Salaries and Benefits
- Ensure Fairness in Faculty Hiring and Appointments
- Address Workload Issues
- Improve the Quality of Life on the Job

We propose to bargain over the following terms and conditions of employment:

Improve salaries at all ranks and in all ranges by addressing General Salary Increases (GSIs), Service Salary Increases (SSIs), Salary Equity, Range Elevation, and other salary solutions.

Maintain health and pension benefits at current levels.

Clarify and improve the appointment process for both permanent and temporary employees, including addressing problems connected to tenure density that impact education and professional standards for all unit 3 faculty: instructional faculty, counselor faculty, coaching faculty, and librarian faculty.

Conclude reclassification changes for CSU coaching faculty and ensure a clear process for promotion and professional growth for coaches.

Build on efforts made in the last Collective Bargaining Agreement, and as demanded by faculty in the Bargaining Survey and in campus meetings, CFA will address faculty assignments, including instructional assignments, scholarship, creative works, service to campus communities, and other faculty work, such as ensuring the rights to workload protections for counselor faculty and librarian faculty.

Build on efforts made in the last Collective Bargaining Agreement to recognize and fairly compensate faculty who are engaged in exceptional levels of service in support of the CSU's priorities by mentoring, advising, and teaching students who are underserved, first-generation, and/or underrepresented in higher education.

As strongly indicated by faculty in the Bargaining Survey and in campus bargaining meetings, CFA will seek to improve parental and other types of leave.

Consistent with CFA's recent and ongoing commitments, we will seek to further address racism, gender-based discrimination, and other issues of social justice that impact the working conditions of all unit 3 faculty: instructional faculty, counselor faculty, coaching faculty, and librarian faculty.

As strongly indicated by faculty in the Bargaining Survey and in campus bargaining meetings, CFA will seek to articulate faculty rights to Academic Freedom, especially in light of the heightened political climate that has presented threats to faculty (as well as students and others in the CSU community).

Clarify environmental health and safety rights.

Revise the Maritime Academy Cruise Memorandum of Understanding to increase pay and improve other terms of employment of cruise faculty.

Revise the grievance and discipline appeal process to more efficiently serve faculty.

As faculty expressed in campus bargaining meetings, CFA will seek to ensure that all unit 3 faculty—instructional faculty, counselor faculty, coaching faculty, and librarian faculty—continue to enjoy ownership of their Intellectual Property in the course of normal bargaining unit work.