



Ten Important Things You Should Know About the Unit 3 CFA/CSU Collective Bargaining Agreement

1. Article 2 – Definitions

There are 29 definitions located here that clarify and build context for significant portions of the contract. It is worth a quick read.

2. Article 10 – Grievances

Understanding Article 10 can help you reframe grievances as an opportunity to focus on solutions, including informal resolution and settlements design to reach amicable agreements.

3. Article 11 – Personnel Files

Article 11 is an excellent guide for seeing how we document the employment history of our colleagues, and the rights faculty have with regard to items placed in their files.

4. Article 12 – Appointments

12.3 Appointment of Temporary Faculty Lecturers

In this subsection, you find the language that explains reappointment, entitlements, limitations, PaGE appointment, and effect of summer appointments, and a reference to Appendix. This is arguably the most important article in the contract.

12.5 Explanation of a Conditional Appointment

12.6 Explanation of an Unconditional Appointment

12.7 Pools and “Careful Consideration” reference

12.8 What records to keep on your pool

12.9 Salary guarantee

5. More Article 12 – Appointments

12.12 Three-year appointment lexicon

12.13 Evaluation component for three-year appointees

6. More Article 12 – Appointments

12.29 a and b - Order of Assignment. This subsection has an entire workshop devoted to it.

7. Article 15 – Evaluation

This article should be required reading for anyone who participates in the review of faculty. Includes, materials for submission, types of evaluations, committee roles, student opinion surveys, peer observations, post-tenure review.

8. Article 20 – Workload

Bargained understanding of roles and responsibilities of faculty, assignments, substitute assignments, reduction for probationary faculty, assigned time for exceptional service

9. Articles 22, 23, 24 – Leaves

Leaves without pay, leaves with pay including parental leave, sick leave, other leave programs

10. Articles 35, 36 – Outside Employment and Additional Employment

Invaluable information about second jobs and the four-point 125% rule for additional employment