

CSUB Handbook is contract between Academic Senate (Faculty) and President.

<http://www.csub.edu/academicaffairs/>

●CBA overrides CSUB Handbook.

<http://www.csub.edu/academicaffairs/Handbook/FacultyHandbook2005.pdf>

●Violation of CBA > Grievance > \$\$\$

1. Faculty Hearing Panel Chair – Dr. Miriam Vivian
2. Article 15 (CBA) SOCI Warnings – CBA requires only 2 sets of SOCIs in Eval
 - a. Each Department should specify their requirement in their criteria.
 - b. Include Online SOCIs in your RTP criteria.
3. FERP – Article 29 CBA - Faculty Early Retirement Program
 - a. Maximum time base = 22.5/ 45 WTU
 - b. Time base determined in first year.
 - c. Can be reduced but not increased.
 - d. FERP have a right to Indirect - 3/15 ratio of indirect to direct.
 - e. New Time base = direct + indirect time
 - f. FERP can choose all direct with no indirect responsibilities
 - g. Chair & Dean discuss & approve ratio.
 - h. Example: 15 WTU direct + 3 indirect = 18
 - i. FERP Form available on Faculty Affairs webpage
<http://www.csub.edu/academicaffairs/>
4. Article 16 – Non-discrimination “It is the policy of the CSU to prohibit discrimination against faculty unit employees on the basis of race, color, religion, ancestry, national origin, sex, sexual orientation, marital status, pregnancy, age, disability, or veteran status...”
 - a. Discrimination must be addressed in a timely manner.
 - b. Inform Unit 3 faculty they can file a grievance under Article 16.
 - c. Chair can be legally liable for non-action.
5. Faculty Absence - Faculty file this form when sick.
<http://www.csub.edu/BAS/fiscal/payroll/documents/aatwr.html>
6. Summer School 2008 - Our first QYRO
 - a. Limited \$\$\$ resources
 - b. AY defined as F-W-S - Department may allow adjusted AY
 - c. 12-month employees do not get “extra-pay” for summer teaching
 - d. Class size rules for extra pay are QYRO.
 - e. Money spend for “extra-pay” during summer is not available for to for PTT, FTT, travel or S&S. Little or no “extra-pay” summer work
 - f. No seniority requirement for Summer / 49% of courses to lecturers
 - g. Each Department should develop a Summer School Equity Plan.
 - h. Any 12.3 or 12.12 entitled lecturer who did not get their full entitlement during the previous AY, must be offered work first.
 - i. Summer quarter counts toward entitlement for lecturers.