

Article 15

Section 1 – change “contract” to “appointment”

Section 6 – Add “Career” faculty to the list of types of faculty who cannot be hired to replace a laid off faculty member

Article 16

Section 1 – Changes the notice of renewal process to a “expectation of continued” employment system

Section 2 – Describes the notice period for Career faculty before their lay off goes into effect.

- 30 days for instructional Career faculty in their first year and funding-contingent faculty who have been promoted
- 90 days for instructional Career faculty after their first year, but have not achieved promotion
- 365 days for instructional Career faculty who have achieved promotion

Section 3 – Limits the reasons instructional Career faculty may be laid off

Section 4 – Institutes an “earned seniority” system when layoffs need to be made for financial or programmatic reasons and a choice must be made between faculty

Section 5 – Grievances related to layoff go to arbitration

Section 8 – Describes the system for assigning FTE for new Career hires (current Career faculty will retain their current FTE)

FTE can only be changed by mutual agreement between admin and the Career faculty member.

Faculty can agree to temporary increases in FTE in three years out of five. Further increases must result in a permanent change in FTE

[Deleted Section 10, 11, 12] – Elimination of the current contract system

[Deleted Section 17] – Language about Pro Tem appointments now in Article 15

Article 19

Section 1 – Changes “renewal” reviews to “performance” reviews

Section 3 – Describes the purposed of performance reviews

Section 4

- a. Performance reviews take place each year in the first three years of Career employment, then every three years after that

- b. Performance reviews can happen out-of-cycle if problems are identified
- c. Performance reviews must take into consideration Student Experience Surveys, peer reviews, and Instructor Reflects and/or personal statements
- f. There will be reviews of service performance
- l. Performance reviews must result in a determination of whether the faculty member exceeds, meets, or does not meet standards

Article 23

Section 11 – Specifies that Career layoffs can only be reviewed through an expedited arbitration process. The goal is to resolve the process within 90 days.

Section 12 – The Union has 15 days to file a grievance over lay off

Section 13 – There will be an arbitrator pre-selected to quickly hear lay off grievances

Section 14 – In order to successfully win a grievance, the union must establish that the university did not have a proper justification or violated the CBA

Section 15 – The arbitration should be completed in 90 days and is binding on both parties

Section 16 – The union and admin will split the costs of the arbitration