

Note: This information is based on the 2015-2018 Faculty Collective Bargaining Agreement (Tentative Agreement Contract Extension to June 30, 2020)

Eligibility for a Three-Year Appointment Commencing 2020-2021 (through 2022-2023)

- All temporary faculty (full & part-time) including librarians and counselors, but excluding coaches.
- Employed during the 2020-2021 Academic Year (one or both semesters) or on an approved leave of absence without pay.
- Six (6) or more years of consecutive temporary service, including 2020-2021, working at least one semester in each prior academic year.
- Rehired Annuitants may only count service since returning as a temporary faculty, but not service prior to retirement.
- Pursuant to Article 15, it is expected that temporary faculty will be regularly evaluated during the six (6)-year period preceding eligibility for a three-year appointment, and that a review (per provision 15.28) will be conducted during the sixth year.
- Entire six-year eligibility period applies to a single campus in a single department.

Posting Requirement and Verification of Eligibility

- Faculty Affairs provides each college and department a list of temporary faculty believed to be eligible for a three-year appointment.
- The list must be posted in each department for 30 days prior to June 30th.
- Temporary faculty omitted from the list, who believe they are eligible, should identify themselves to the department chair within 30 days of the posting.
- Departments will verify eligibility and notify Faculty Affairs of any additions or corrections to the list via the College DFO.

Other Three-Year Appointment Issues

- Three-year appointments for part-time temporary faculty are conditional upon budget & enrollment.
- Three-year appointments for full-time temporary faculty are not conditional upon budget & enrollment.
- A new provision in the CSU-CFA Collective Bargaining Agreement (CBA) requires that temporary faculty unit employees (lecturers) eligible for three-year appointments be evaluated prior to a new three-year appointment or a subsequent three-year appointment.

- Once eligible for a three-year appointment, the faculty member does not need to re-apply to the part-time faculty pool each year, unless they choose to apply to a new pool. However, departments should have written communication with three-year lecturers each year to confirm interests and/or preferences and listed in the pool after confirming their interest.

Entitlements, Lack of Work, & Separations from Three-Year Appointments

- The entitlement of an initial three-year appointment is established by the timebase during the 6th year prior to the three-year appointment. Although the actual timebase may go up or down during a three-year appointment, the subsequent three-year entitlement is determined by the timebase held during the last year of the prior three-year appointment.
- If the department has **NO UNITS AVAILABLE** for a Three-Year Eligible Lecturer during an appointment, the faculty member must be separated. The faculty member will maintain the right to return to his/her three-year appointment if units become available. The three-year appointment period is not extended.
- If at the end of a three-year appointment, no work exists in the department to support the subsequent appointment of the lecturer or if the time base of the lecturer was zero during the third year of the appointment, the Lecturer will be placed on a departmental list pursuant to Article 38.48 of the CBA. When such a lecturer is officially notified that no work exists to support the subsequent appointment, the official notification shall inform the lecturer of the right to be placed on a list for a period of three (3) years. No later than July 1 of each year during the period the lecturer is on the list, the lecturer must inform the department chair of the lecturer's interest in and availability for employment. Included in this written notice shall be current, accurate contact information. Failure to notify the chair will result in removal from the department Article 38.48 list.
- If the Lecturer **DECLINES ALL UNITS** offered, the lecturer maintains rights to the current three-year appointment. However, the department should verify with the faculty member whether or not the faculty member's decision to decline all units constitutes a resignation. If the lecturer intends to resign, this must be documented by a resignation letter from the faculty member.

Leaves Without Pay for Three-Year Appointments

- Lecturers may request a leave without pay during a three-year appointment.
- Departments are not obligated to recommend approval of the leave request.
- Part-time Three-Year Lecturers may be approved for leaves without pay for one-semester at a time.
- Full-Time Lecturers may be approved for leaves without pay in one-semester or one-year increments.
- Any leaves granted must occur between the beginning and ending dates of the three-year appointment.
- Temporary Lecturers on leave without pay maintain their unit entitlement, rights to careful consideration, and receive any bargained increases (if applicable) upon return to active status.