

## 4Cs Contract for Current Full-Timers

Economics	Wages	2016-17: 0 2017-18: 0 2018-19: \$2K or \$1K + top step 2019-20: 3.5% + increment 2020-21: 3.5% + increment
	Job Security	No loss of employment for permanent employees (hired before 7/1/17) until 6/30/21, including special appointments on 2nd or later year. Does not cover nonrenewal for performance-related reasons; termination of grant or outside funding; and less than 20 hour a week PT employees. Doesn't prevent BOR from restructuring as long as affected employees offered comparable job.
	Longevity	One-time delay in 2018 to July. Rates increase by 5.5% each year.
	Furloughs	3 (100% union share)
	Workload	Complete AR or teach a course for \$2500 (decide by 5/15). With approval, may perform AR and teach additional course(s) paid at prevailing PTL rate.
	Tuition Waivers	Can apply the waiver value to any CSCU institutions (CSU & Community College, not Charter Oak)
	Contract Accounts	Grievance/equity accounts remain the same. 1% of payroll to fund promotions and merit awards. 1.35% of payroll for professional development. Other accounts become obligations of the BOR. 26 sabbatical leaves (an increase of about 10 per year) Remaining funds dispersed to members in two equal installments.
	Other	\$500 travel stipend if teaching/working more than 10 miles from home campus. Meal reimbursement during travel increased to \$100/per day max. Summer administrative work not to exceed 25 days at current rate. Interim positions compensated at higher pay grade. Comp time awarded at 1:1 ratio. Comp. time for graduation if outside normal work hours.
Non-Economics	Sick Leave Bank	All members can access sick leave bank. All members must donate 3 days. Employees who retire with 240 sick days will automatically donate the remainder to the bank. A joint committee will grant benefits and administer the program. Unused sick days shall be carried over.

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	Promotion/Tenure/ Sabbatical Leave	<p>Notice of intent to apply for promotion by last day of the fall semester.</p> <p>Deadline to apply for promotion, tenure, and sabbatical leave is the 1st day of spring semester.</p> <p>Calculations for promotions consistent with faculty promotion calculations and miscellaneous rates of pay.</p>
	Special Appointments	<p>90 days notice of non-appointment if serving on 3rd or subsequent special appt.</p> <p>For 4th special appt., non-reappointment can request reasons in writing and cannot be arbitrary and capricious.</p> <p>After 6 years of special appointments, the employee will be transitioned to a standard, tenure-track appointment.</p> <p>May count special appointment service towards promotion and/or tenure.</p>
	Emeritus Status	<p>BOR policy on Emeritus status will be incorporated into the contract with specifics on access to college email and course privileges for member and dependents.</p>
	Union Business	<p>Names and addresses of bargaining unit members provided to the union on a quarterly basis. Removed language pertaining to service fees and agency fees from contract. 4Cs President or designee shall be afforded 60% release time to conduct union business.</p>
	Other	<p>Tenure is portable for involuntary transfers.</p> <p>Job descriptions for PCs &amp; DCs to be formulated.</p> <p>BOR replaces BOT throughout.</p> <p>Health &amp; Safety Committee activated.</p> <p>Review side letters to the contract.</p> <p>Establish a working committee on caring for dependents.</p> <p>Layoff language harmonized with AFT (no bumping)</p>
Reopeners		<p>Equity in Wages for CSCU System.</p> <p>Distance Learning;</p> <p>Co-ops, internships, independent study, and advisory work.</p>