

FAQ – Frequently Asked Questions
Memorandum of Understanding
Between the California Faculty Association & the California State University
Impacts related to COVID-19 on Operations (6/5/2020)

Voluntary Reduction in Time Base Requests for Full Time Faculty	
<p>May reduce a maximum of 6 INSTRUCTIONAL WTU’s each semester for Faculty OR up to 16 hours per week (8 hours per week - .2 time base) for Counselors and Librarians</p> <p>Commensurate reduction in salary to correspond with reduced time base</p>	
<p>Requests for Voluntary Reduction must go to the Appropriate Administrator Link to Request Form</p> <ul style="list-style-type: none"> ➤ <i>Fall 2020</i> Requests must be made as early as possible and no later than August 1, 2020 ➤ <i>Spring</i> Requests must be made as early as possible and no later than 30 prior to the start of the spring 2021 semester ➤ Request for time base reduction must be made for an <i>entire term</i> and <i>may not be rescinded</i> 	
<p>Probationary faculty and Associate Professors who are approved for a reduced time base shall be credited the full year for the purposes of RTP eligibility</p>	
<p>CalPERS implications: A voluntary reduction in time base reduces service credit accrual in accordance with CalPERS regulations</p>	
<p>All other Benefits will remain, as the time base due to the reduction does not fall below benefit eligibility</p>	
Preference for Available Temporary Work for AY 2021-2022	
No Work - Due to the lack of available work in 2020-2021	
<p style="text-align: center;">Those in 3-year contract</p> <ul style="list-style-type: none"> ➤ 1st year of 3-year: Employee will move to the Re-Employment List in accordance with CBA 38.48 ➤ 2nd year of 3-year: No impact on entitlement ➤ 3rd year of 3-year: Employee will move to the Re-Employment List in accordance with CBA 38.48 	<p style="text-align: center;">Academic Year or Semester Careful Consideration</p> <ul style="list-style-type: none"> ➤ Entitlement will remain as set in 19/20 ➤ Once faculty who are appointed in 20/21 have been provided Careful Consideration and appointed to their time base entitlement in 21/22, this group will be given Careful Consideration in the Order of Offer
Reduced time base due to lack of the available work in 2020-2021	
<p style="text-align: center;">Those in 3-year contract</p> <ul style="list-style-type: none"> ➤ 1st year of 3-year: No impact on entitlement ➤ 2nd year of 3-year: No impact on entitlement ➤ 3rd year of 3-year: Entitlement will remain as set in the 19/20 AY <p>*If time base goes up in 20/21 then this will be the entitlement in the 21/22 AY</p>	<p style="text-align: center;">Academic Year and Semester Careful Consideration</p> <ul style="list-style-type: none"> ➤ Entitlement will remain as set in 19/20 ➤ Will maintain rights in the Order of Offer for Careful Consideration <p>*If time base goes up in 20/21 then this will be the entitlement in the 21/22 AY</p>