

August 29, 2007

Dear Faculty Colleague,

SUBJECT: Election of Faculty Hearing Panel

The **2007-2010 Collective Bargaining Agreement** (CBA) provides an additional path for the resolution of faculty workplace grievances. Previous CBAs specified that all grievances not resolved at the campus level moved to a system-level hearing. The 2007-2010 CBA provides a second grievance option that involves a campus **Faculty Hearing Committee**. Rather than an unresolved grievance moving to the system-level, a campus **Faculty Hearing Committee** may hear a grievance and respond to the faculty member and the President with a written recommendation. The recommendation includes a statement of reasons for any denial or granting of the grievance.

Faculty Hearing Committees are composed of three full-time faculty members randomly selected from a **Faculty Hearing Panel**. The size of the panel is twenty-five percent of full-time equivalent faculty (FTEF). At Humboldt that is approximately 100 faculty members. To populate the panel, each department shall elect full-time faculty to serve as panel members for two years. The number of faculty elected from each department should be twenty-five percent of the department's FTEF (rounded up). Therefore, if a department has 14.01 FTEF, it will elect 4 full-time faculty to serve as members of the **Faculty Hearing Panel** ($.25 * 14.01 = 3.5$).

Humboldt's **Faculty Hearing Panel** election will be conducted between September 17 – 19. Department Chairs will receive election guidelines that will include the number of full-time faculty panelists that each department must elect. While only full-time faculty may serve on the **Faculty Hearing Panel**, all faculty are entitled to vote for panelists. Faculty with less than a .5 time base are entitled to a .5 vote in each department election; faculty with a .5 or greater time based are entitled to one vote.

Please note, the **CBA** states the following (Article 10.9):

Service as a member of the panel or the grievance hearing committee, if selected, is a normal obligation of each full-time member of Unit 3 during the periods of the year when required to render services and shall not result in or require additional compensation. Service on Faculty Hearing Committees by [full-time] Lecturers shall be voluntary.

CBA Article 10 and the **CFA Grievance Filing Guide**, posted on calfac.org, provides more information about both grievance pathways. Please feel free to contact either of us if you have additional questions about this new process or any matters related to the Collective Bargaining Agreement.

Sincerely,

Robin Meiggs
CFA Chapter President

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AVP, Faculty Affairs