



CALIFORNIA
STATE
UNIVERSITY,
FRESNO

March 22, 2007

An Open Letter to the Faculty of California State University, Fresno

Dear Faculty:

As you know, the CSU administration and the leadership of the California Faculty Association have been engaged in bargaining for almost two years on a new contract. We sincerely regret that we have not been able to reach agreement.

The CSU administration understands your right to engage in concerted activity at the end of the impasse procedure. Nevertheless, the University will remain open during any such period to fulfill obligations to our students. All faculty who wish to continue to teach and otherwise attend to their duties as faculty members are welcome to do so.

We think it is important and appropriate to remind all faculty (as we are notifying the CFA leadership) that they will be expected to comply with contractual requirements for reporting absences during any period of concerted activity. Even if the labor contract expires, these requirements will continue to be in effect. The contract requires:

- 24.5 A faculty unit employee shall be responsible for immediately reporting an absence to the appropriate administrator.
- 24.6 A faculty unit employee shall be responsible for promptly completing and signing the campus absence form and returning the absence form to the appropriate administrator.
- 24.7 A faculty unit employee may be required to provide a physician's statement or other appropriate verification for absences after three (3) consecutive days charged to sick leave. A faculty unit employee shall not normally be required to provide such a statement or verification for an absence of three (3) consecutive days or less charged to sick leave.

Because the announced CFA strike is an unusual circumstance, please be advised that you will be asked to provide a doctor's note for any day in which you call in sick during such unusual circumstances. Further, please note that any change in the location of class meetings (e.g., to off-campus locations) must be pre-approved by the College dean or other appropriate administrator and must comply with University policies related to student access and insurance and risk management.

**Office of
the President**

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559.278.3027
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Similarly, regarding the use of your Personal Holiday:

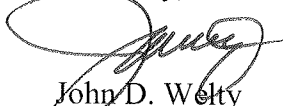
- 33.3 A faculty unit employee shall be entitled to a Personal Holiday which may be taken on one (1) day during the calendar year. If the faculty unit employee fails to take the Personal Holiday before the end of the calendar year, the holiday shall be forfeited. CSU and CFA shall endeavor to inform a new faculty unit employee of his/her Personal Holiday. Scheduling of the Personal Holiday shall be by mutual agreement of the faculty unit employee and the appropriate administrator.

Requests and authorization of vacation for 10-month and 12-month faculty unit employees are handled as follows:

- 34.10 Requests for scheduling vacation shall be submitted in writing to the appropriate administrator at least thirty (30) days in advance. The scheduling of vacation may also arise from the needs of the institution. Vacations shall be taken as authorized by the President. Vacations shall be scheduled by mutual agreement of the faculty unit employee and appropriate administrator whenever possible. When authorized to do so by the appropriate administrator, a faculty unit employee may take vacation without submitting such a request.

I regret that we are at a point where I must provide this information to you. I am sure we all would have preferred to have this labor dispute resolved by this time. We remain hopeful that it will still be resolved without disruption of services to our students. This will likely be a stressful time for them and, although you are not required to do so, they would certainly appreciate being notified in advance email or Blackboard™ if you plan to miss a class. I am confident we can continue to work together to provide our students the quality education they so richly deserve.

Sincerely,



John D. Wolty
President

- c: Dr. Jeri Echeverria, Provost and Vice President
Ms. Jan Parten, Director of Human Resources
Ms. Janette Redd Williams, Interim AVP Academic Personnel