

Frequently Asked Questions

California Faculty Associate (CFA-Unit 3 Employees)

2021-2022 Salary Increase Programs

Q: *What is the effective date of the retroactive General Salary Increase (GSI)?*

A: The increase will be retroactive to July 1, 2021.

Q: *What is the percentage increase for the GSI?*

A: 4% (four percent)

Q: *When will the increases be processed?*

A: Per the Chancellor's Office, these adjustments will begin being processed for payment by the State Controller's Office (SCO) in mid-April 2022. Most salary increases will be handled by the SCO, but campus will need to process some of the Unit 3 employees manually after the SCO runs their process.

Q: *Who is eligible for the GSI?*

A: All faculty unit employees on active pay status or on leave, effective July 1, 2021, will receive the 4% GSI.

Q: *Who is eligible for the Service Salary Increase (SSI)?*

A: Tenured and Probationary Faculty and Librarians who have remaining SSI eligibility will receive an SSI of 2.65% or the percentage necessary to bring them to the SSI maximum, whichever is less.

Lecturers who have remaining SSI eligibility and completed 24 units in the same range in the same department or equivalent unit prior to fiscal year 2021-22 are eligible to receive an SSI in fiscal year 2021-2022. Temporary faculty unit employees (Librarians, Counselors, Coaches) (12-month or 10-month) are eligible if they have accumulated the equivalent of 0.8 years of service in the same range and department or equivalent unit since the last SSI.

Q: *Who is determining SSI eligibility?*

A: Faculty Affairs in coordination with the Colleges, University Library, and Departments have begun reviewing employment records for all Unit 3 employees to determine eligibility under the negotiated terms of the Unit 3 salary program.

Q: *When will the SSI increases be processed?*

A: Once eligibility has been determined and verified, a time frame for processing will be established. Updated FAQ's, with time lines for processing will be posted on the Faculty Affairs website.

Revised 4/5/22

Q: Do I qualify for the One-Time \$3,500 Payment that was negotiated?

A: The one-time payment of \$3,500, for the additional time and effort required to make significant changes to the delivery of instruction due to the coronavirus, shall be provided to each faculty unit employee who worked an average of 1.0-time base during Fall 2020 and Spring 2021 semesters and who was in active pay status as of the ratification of the Collective Bargaining Agreement (February 3, 2022). For those who worked less than an average of 1.0, this payment will be prorated by the faculty member's average time base worked for Fall 2020 and Spring 2021, but not to exceed a 1.0-time base.

Q: When will the One-time payment be processed?

A: Payment processing information and timelines are pending further communication from the Chancellor's Office. Updates to the FAQ's will be posted on the Faculty Affairs website.

Q: I am a lecturer – am I eligible for the Full Time Adjusted Service (FTAS) Temporary Range Elevation?

A: Lecturers and temporary librarian faculty unit employees with six (6) or more years of Full Time Adjusted Service (FTAS) in their current range, are eligible to apply for range elevation. FTAS is defined as the average FTE over the academic or fiscal year, divided by 0.8, up to a maximum of 1.0 for the year.

Q: Who is determining FTAS eligibility?

A: Once detailed information is received from the Chancellor's Office, Faculty Affairs in coordination with the Colleges, University Library, and Departments will be reviewing employment records for all lecturers and temporary librarian faculty unit employees to determine eligibility under the negotiated terms of the Unit 3 salary program. Updates to the FAQ's will be posted on the Faculty Affairs website.

Q: How can I check my employment records to see if I have received the negotiated salary increases that I am eligible for?

A: You can check your compensation history by logging into your CSULB Single Server Sign On page and selecting the Employee Center chiclet. From this secure web-based employee self-service portal, you can access the State Controller's Office paycheck viewing website to view your paycheck and other earnings statements.

AS A REMINDER:

If you have not done so already, please take this opportunity to register for a California Employee Connect account. Registration is easy and only takes a few minutes. You need to provide your Social Security Number, date of birth, and some information from an earnings statement with an issue date between January 2017 and today. An earnings statement could be a direct deposit or warrant notice. Upon successful validation, you will be asked to enter your email address and create a username and password.

Once you are registered, you will be able to view electronic earnings statements, as well as view W-2 information for prior years. For any questions, or assistance with enrollment, please contact Payroll Services at (562) 985-4164.

This document will be updated periodically as new information becomes available