

# Bargaining Proposals



- **Salary**
  - 4% for each of the following years:
    - 2020 - 2021 Retroactive for all of the work faculty did during the pandemic
    - 2021 - 2022
    - 2022 - 2023
  - Service Salary Increases (SSIs) of 2.65% for 2021 - 2022 and 2022 - 2023 for eligible faculty
  - CSU Management Counterproposal: **2%** for 2021 - 2022

# Bargaining Proposals



- Complete bargaining proposals
  - [cfabargaining.org](http://cfabargaining.org)

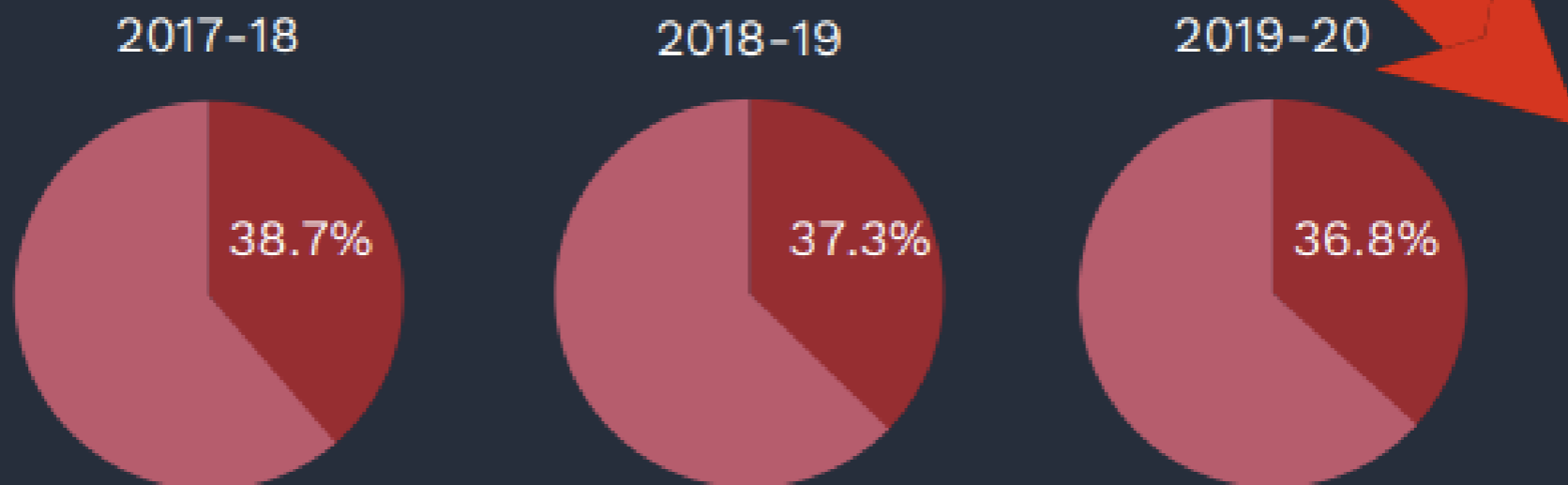


California Faculty Association

# RIGHTS RESPECT JUSTICE

## Where is the CSU Spending its Money?

### DECLINES IN SPENDING ON INSTRUCTION



<u>Budget Year</u>	<u>CSU Revenue</u>	<u>CSU Expenses</u>
2016-17 Actual	\$5,951,414,558	\$5,900,994,878
2017-18 Actual	\$6,457,332,771	\$6,374,304,009
2018-19 Actual	\$7,050,707,439	\$6,871,347,753
2019-20 Actual	\$7,302,354,182	\$7,290,307,718
2020-21 Actual	\$7,422,869,877	\$7,113,686,784



Excess of Revenue over Expenses

\$50,419,680

\$83,028,762

\$179,359,686

\$12,046,464

\$309,183,093

**\$634,037,685**

**Total Excess in Just Five Years**

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**THE CSU WOULD RATHER PLAY THE STOCK MARKET THAN PAY FACULTY**

More than \$1 billion has been transferred into the CSU investment account since 2017

# The Law

California's Higher Education Employment Relations Act details the many steps by which public higher education employees and employers reach a fair contract.

## START — PUBLIC NOTICE

Sometimes referred to as "sunshining," this is the first step in public sector bargaining in which the parties provide notice to the people of California that we intend to bargain.

## BARGAINING

Teams for the union and the Chancellor's team engage in face-to-face negotiations. Bargaining can take days, weeks, months, or even years. With just two topics—salary and benefits for Extension for Credit—we do not expect this part of the statutory scheme to take as long as it takes to bargaining the full Collective Bargaining Agreement (CBA).

## IMPASSE

If the sides cannot reach agreement after bargaining in good faith, HEERA (the act guaranteeing our right to collective bargaining) allows one or both sides to declare impasse and request to go to the next statutory stage of bargaining—MEDIATION.



## FACTFINDING

Factfinding is an opportunity for both sides to make their case to a 3-person panel that issues an advisory report. CFA and the Chancellor's team each select a factfinding panel member, and PERB provides a list of proposed neutral individuals from which one is chosen. The panel hears evidence and examines the facts. Usually, factfinding results in a 2-to-1 opinion in favor of one or the other party.



## FACTFINDING BLACKOUT

Before the parties can publicly share the Factfinder report, they must wait 10 days. During this "blackout" period, the parties may try to settle the agreement without resorting to public pressure. The publication of the report is the final step in the statutory process.

## CONCERTED ACTION/STRIKE

Once CFA has exhausted its efforts to reach an agreement and has complied with the statutory process, the union may call for concerted activities including a strike—the withholding of our labor.

and/or

## UNILATERAL IMPOSITION

Once the Chancellor's team has complied with the statutory process, the Chancellor may impose his "last, best, and final offer" on the faculty. So far, that's 2% which is not enough for faculty to settle for.

# What can we do?

- [Join your union!](#)
- [Join thte CAT Team](#)

# Get Involved

Look out for Actions like November 9 when we make our voices heard at the Board of Trustees meetings:

The California State University, Office of the Chancellor  
401 Golden Shore, Long Beach, CA 90802

Email: [phoikkala@cpp.edu](mailto:phoikkala@cpp.edu) to tell us you are interested!