

CFA RE-OPENER PROPOSALS

SALARY

- Increase of 12% for **ALL** faculty.
 - Pay equity by raising the salary floor for the lowest-paid faculty:
 - Range A: increase the floor by \$10,000 to \$64,360 as the minimum salary
 - Range B: increase the floor by \$5,000 to \$69,860 as the minimum salary
- This provides pay equity. It will move everyone in those ranges upwards and applies to all Unit 3 classifications

WORKLOAD

- Implement minimum course cap standards to address workload creep.
- Paid time for lecturers' research, scholarship, creative activities, and service to the university and students: No more free work.
- Limit direct service time for counselors to 65 percent of their workload.
- Set counselor-to-student staffing ratios at 1:1,000 to 1:1,500 to improve student access to mental health services.

HEALTH & SAFETY

- Provide CSU employees with the opportunity for union representation or legal counsel when being interviewed by campus police as well as the dignity of being interviewed in a private location with officers who are unarmed.
- Establish a workgroup to adopt policies around engagement and support of members with concerns about mental health and wellbeing.
- Require CSU management to facilitate meetings between police and CFA members to address concerns regarding police behavior in order to seek mutually agreeable solutions.
- Provide safe restrooms and changing rooms for queer and transgender faculty as well as designated lactation spaces and milk storage for nursing parents on all campuses.

PAID LEAVE

- Expand paid parental leave from 30 days to one semester/term.
- Add five days of leave for faculty to attend to or care for an immediate family member in health or natural disaster crises.

WHAT CAN YOU DO?

Together, we make the CSU an employer of choice, where we work in union to educate and inspire California's present and future leaders.

Become a CFA member: www.calfac.org/join-cfa



Scan the QR code to volunteer for our Contract Action Team and sign up to attend bargaining sessions.



English Sample Syllabi/Electronic Bulletin Board Language:

Important note about a possible work stoppage during the semester

The California Faculty Association (the labor union of Lecturers, Professors, Coaches, Counselors, and Librarians across the 23 CSU campuses) is in a difficult contract dispute with California State University management. It is possible that we will call a strike or other work stoppage this term. I promise to promptly inform you of any schedule disruption. Our working conditions are your learning conditions; we seek to protect both. For further information go to www.CFAbargaining.org.