POTENTIAL CSU EMPLOYEE STRIKE
FREQUENTLY ASKED QUESTIONS

Why has faculty called a strike?

After months of negotiations, California State University (CSU) has been unable to reach bargaining agreements on compensation and other issues with the California Faculty Association (CFA), representing professors, lecturers, librarians, counselors and coaches. As part of the collective bargaining process, employee unions have the option to strike should there be no agreement after the conclusion of impasse proceedings. The CSU is committed to reaching agreement with CFA as it did with five other unions.

When will a strike occur?

CFA has called for a one-day strike on Monday, December 4, 2023, on our campus in which they are encouraging their membership to withhold work – including canceling classes, not answering emails, and not attending other job functions such as committee work or research – and join picket lines. CFA has also announced one-day strikes at three other campuses that week (December 5, 6, 7).

Will the campus remain open during a strike?

Yes, campus will be open and operational. Should any changes to hours, services, or events occur, that information will be communicated to the campus community.

Will picketers block access to campus? What if I don’t want to cross the picket line?

Individuals who are striking/picketing may not block or otherwise obstruct the ability of students, faculty or staff to access the campus, including classrooms and other facilities and buildings or campus services. If you are not comfortable crossing a picket line, you should access campus via an alternative entrance.

Am I required to strike if I am a CFA-represented employee?

No. A represented employee is not obligated to strike. The decision is yours to make. Unions are legally prohibited from threatening or coercing members.

Are other represented employees allowed to participate in the strike?

Many of our other unions have recently reached tentative agreement with the CSU and have collective bargaining agreements in effect that prohibit them from engaging in sympathy strikes. Non-striking employees may join the picket lines during non-work time.

Am I allowed to speak out publicly about the strike without fear of retaliation?

The university fully respects the free speech rights of our students, staff, and faculty. Retaliation from any member of the campus community for one’s personal position regarding the labor dispute is inappropriate and unlawful and should be reported to the campus Title IX coordinator. Contact information can be found on the systemwide Title IX webpage.
What is being negotiated?

For information on what offers are currently being negotiated, visit the CSU Labor and Employee Relations webpage.

Is the university doing anything to resolve the strike?

Negotiations are between the CSU system and CFA, representing faculty across all 23 campuses. The CSU system remains committed to bargaining in good faith and reaching agreements with CFA as it has done with five other CSU unions this fall.

How will the university community be updated about potential strike activity?

The university will continue to provide updates via www.cpp.edu/strike-info, email and social media accounts.