

**ACADEMIC SENATE  
of  
THE CALIFORNIA STATE UNIVERSITY**

AS-2433-98/FA/AA/FGA  
November 5-6, 1998

**Support for a Speedy Conclusion and a Fair Collective Bargaining Agreement**

RESOLVED: That the Academic Senate of the California State University urge the CSU administration and the California Faculty Association to support the needs of the faculty in the collective bargaining negotiations and bring the negotiations to a speedy and fair conclusion.

*RATIONALE: To date, 20 CSU campus senates have passed resolutions concerning the collective bargaining negotiations (see attached). Impasse has been declared in the current bargaining between the CFA and the CSU administration. Rapid resolution of the issues and adoption of a fair and equitable contract will allow us to attract and retain a high quality faculty, move toward closing the CPEC faculty salary gap, and continue to provide a superior education to the people of California.*

**APPROVED WITHOUT DISSENT - November 5-6, 1998**

## **Collective Bargaining Resolutions**

CSU Bakersfield

CSU Chico

CSU Dominguez Hills

CSU Fresno

CSU Fullerton

CSU Hayward

Humboldt State University

CSU Long Beach

CSU Los Angeles

CSU Monterey Bay

CSU Northridge

Cal Poly Pomona

CSU Sacramento

CSU San Bernardino

San Diego State University

San Francisco State University

Cal Poly San Luis Obispo

CSU San Marcos

Sonoma State University

CSU Stanislaus

**ACADEMIC SENATE CALIFORNIA STATE UNIVERSITY, BAKERSFIELD  
RESOLUTION ON COLLECTIVE BARGAINING**

RESOLVED: that the Academic Senate of California State University, Bakersfield endorse the Resolution on Collective Bargaining approved by the Academic Senate of San Francisco State University (attached) and communicate this endorsement directly to the Chancellor, the CSU Trustees and the CFA.

**RESOLUTION ON COLLECTIVE BARGAINING**

WHEREAS the quality of education available in the CSU rests in major part on the ability to attract and retain high quality faculty members and to maintain a positive sense of morale among the faculty; and

WHEREAS CPEC and the CSU Trustees and administration agree that there exists a salary gap for faculty; and,

WHEREAS the existence of this salary gap has a negative impact on the hiring and retention of a high quality faculty and on faculty morale more generally; and

WHEREAS the CSU has not been willing to commit to a multi-year plan to close the faculty salary gap; and;

WHEREAS the CSU received a 15.1% increase in its total budget, including an 8% increase in its base budget; and,

WHEREAS the CSU management insists that 40% of compensation dollars this year go to merit pay; and,

WHEREAS this 40% allocation to merit pay would sharply limit funds available both for a reasonable across the board increase (GSI) and for a full step SSI for junior faculty; therefore be it

RESOLVED that the San Francisco State University Academic Senate call on CSU management to

(1) return this year's compensation package to 6%; (2) commit in writing to the faculty a plan to fully address the faculty salary gap over the next three years; (3) modify its demand that 40% of compensation dollars be allocated to merit pay; (4) provide at least one full step (2.4%) for an SSI for all eligible faculty;

and be it further

RESOLVED that the Academic Senate of San Francisco State University strongly support the CFA effort to settle the CBA on terms advantageous to the faculty, including a guarantee of the maximum increase in total faculty compensation and progress on other key contract issues; and be it further

RESOLVED that this resolution be communicated directly to the Chancellor, the CSU Trustees, and the CFA.

**COLLECTIVE BARGAINING RESOLUTION**  
**Chico Academic Senate**

1. Whereas impasse has been declared in the current bargaining between the CFA and the CSU administration; and
2. Whereas CFA believes that further progress can be made toward a satisfactory successor collective bargaining agreement if both parties engage in effort to that end; and
3. Whereas the CPEC has "urged the CSU to close the existing salary gaps"; and
4. Whereas keeping and attracting a quality faculty requires closing the faculty salary gap; and reducing workload responsibilities to those of comparable universities; and therefore be it
5. Resolved that the California State University, Chico Academic Senate call on CSU management to:
  - a. commit in writing (to the faculty) a plan to address fully the faculty salary gap over the next two years;
  - b. modify its demand so less than 40% of compensation increase dollars be allocated to merit pay (PSSI);
  - c. provide at least one full step (2.4% for an SSI for all eligible faculty;
  - d. commit in writing (to the faculty) a plan to remove the inequities in faculty workload responsibilities relative to comparable universities over the next two years; and be it further
6. Resolved that the CSUC Academic Senate urges both parties to consider the legitimate needs of the faculty in their deliberations and to bring their negotiations to a speedy and fair conclusion.

**CSUDH Academic Senate**

**EXEC 98-11: Resolution for a Better Contract**

**The following resolution was passed by acclamation on 14 October 1998**

**WHEREAS** the quality of education at CSU depends on the ability to attract and retain high quality faculty and maintain a positive sense of morale among faculty; and

**WHEREAS** the California Post-Secondary Education Commission, CSU Trustees, and CSU administration agree that there is a serious salary gap for faculty; and

**WHEREAS** this gap inhibits the hiring of high quality faculty and erodes morale among faculty currently in the CSU system; and

**WHEREAS** CSU has this year received 15.1% budget increase including 8% in its base budget; and

**WHEREAS** CSU is offering an average 30% compensation increase to campus presidents over three years; and

**WHEREAS** CSU management insists on allocating 40% of new salary funds to "merit" pay which drastically reduces money for across-the-board increases and step increase; therefore be it

**RESOLVED THAT THE CSU DOMINGUEZ HILLS ACADEMIC SENATE** calls on CSU management to

1. Agree to a 6% increase in the total faculty compensation package;
2. Commit writing to a plan to fully address the faculty salary gap over the next three years;

- new
3. Sharply curtail its plan to devote 40% of compensation dollars to "merit" pay;
  4. provide at least a one step (2.4%) SSI for all faculty.
  5. respect and utilize senior faculty; maintain the current option of a five-year FERP;
  6. keep department chairs within faculty unit;
  7. bargain flexibly on other issues, including equity for counselors and lectures; and be it further

**RESOLVED THAT THE CSU ACADEMIC SENATE strongly supports CFA in its efforts to settle the contract on terms reasonable and equitable to faculty; and be it further**

**RESOLVED that this resolution be communicated to the Chancellor, the CSU Trustees, CFA and the CSUDH Faculty**

**RESOLUTION ON COLLECTIVE BARGAINING**  
**The Fresno State Academic Senate**  
**September 28, 1998.**

WHEREAS the quality of education available in the CSU rests in major part on maintaining (1) a positive morale among the faculty, (2) a sense that faculty are supported and respected by CSU Trustees and administration, and (3) an ability to attract and retain high-quality faculty members; and

WHEREAS CPEC and the CSU Trustees and administration agree that there exists a salary gap for faculty; and,

WHEREAS the existence of this salary gap has a negative impact on the hiring and retention of a high quality faculty, the sense of support by administration, and the morale of faculty; and

WHEREAS the CSU has been unwilling to commit to a multi-year plan to close the faculty salary gap; and;

WHEREAS the CSU received a 15.1% increase in its total budget, including an 8% increase in its base budget; and,

WHEREAS the CSU management insists that 40% of compensation dollars this year go to merit pay; and,

WHEREAS this 40% allocation to merit pay would sharply limit funds available both for a reasonable across-the-board increase (GSI) and for a full step SSI for junior faculty; and

WHEREAS the Academic Senate of California State University Fresno passed unanimous resolutions during the academic year 1997-98 in support of salary equity, against PSSI and merit pay proposals by CSU, and in support of equity in faculty workload responsibilities;

therefore be it RESOLVED that the Academic Senate of California State University Fresno calls on CSU management to:

- (1) return this year a compensation package to 6%;
- (2) commit in writing to the faculty a plan to address fully the faculty salary gap over the next three years;
- (3) modify its demand that 40% of compensation dollars be allocated to merit pay;
- (4) provide at least one full step (2.4%) for an SSI for all eligible faculty;
- (5) commit in writing to the faculty a plan to address fully the inequity in faculty workload responsibilities relative to comparable universities over the next three years;

and be it further

RESOLVED that the Academic Senate of California State University Fresno strongly supports the CFA effort to settle the CBA on terms advantageous to the legitimate interests of faculty, including a guarantee of the maximum increase in total faculty compensation as well as significant progress on other key contract issues;

and be it further RESOLVED that the Academic Senate of California State University Fresno urges both sides to bring the negotiations to a speedy and fair conclusion;

and be it further RESOLVED that this resolution be communicated directly to the Chancellor, the CSU Trustees, and the CFA.

## **CSU Fullerton Academic Senate Resolution on Faculty Contract** **Thursday, October 29, 1998**

WHEREAS the quality of education provided by the CSU rests primarily on the ability to retain and attract high quality faculty and to sustain a positive morale among the faculty and adequate support and respect by the Chancellor, Board of Trustees, and Campus Presidents; and

WHEREAS the existence of the salary gap (CPEC Gap) has an adverse effect on the retention and hiring of high quality faculty and on morale of faculty; and

WHEREAS the CSU Administration has been unwilling to make a commitment to a multi-year plan to close the faculty salary gap; and

WHEREAS the CSU received a 15.1% increase in its total budget, including an 8% increase in its base budget; and

WHEREAS the CSU Administration continues to insist that 40% of increase in compensation dollars to be allocated to merit pay; and

WHEREAS this 40% allocation to merit pay would very significantly limit funds available both for a reasonable GSI (cost of living increase) and for a full step SSI (2.4%) for junior faculty; and

WHEREAS impasse has been declared in the current bargaining between the CFA and CSU Administration; therefore be it.

Resolved that the CSUF Senate call on the CSU Administration to:

1. Fund this year's compensation dollars at 6% increase
2. Commit in writing to the faculty a plan to fully address the faculty salary gap over the next three years; and
3. Significantly change its demand that 40% of the increase in compensation dollars to be allocated to merit pay; and
4. Reach an equitable agreement with CFA on a new, fair, merit pay plan linked to the RTP Process; and
5. Provide at least one full SSI (2.4%) for all eligible faculty; and
6. Retain the existing workload policy as specified in the present MOU including EP&R 76-36; and be it further.

Resolved that the Academic Senate of California State University Fullerton very strongly support the CFA efforts to settle the Collective Bargaining Agreement on terms favorable to the legitimate needs of the faculty and also to maintain the quality of education for our students; and be it further.

Resolved that this resolution be communicated to the Chancellor, Board of Trustees, and CFA.

## RESOLUTION IN SUPPORT OF A FAIR CONTRACT

### Academic Senate at Hayward

To be transmitted immediately to the Chancellor, the CSU Trustees, and the CFA.

The Academic Senate of California State University, Hayward strongly supports the efforts of the California Faculty Association (CFA) to insure fair compensation and a high standard of education through the new contract now being negotiated with the California State University (CSU) administration.

We call on the CSU administration to - agree to a faculty compensation package involving a total increase of at least 6% this year - especially in view of the fact that the CSU received a 15.1% increase in its total budget, including an 8% increase in its base budget,

- provide a Service Salary Increase (SSI) of at least one full step (2.4%) for all eligible faculty,
- commit itself in writing to a three-year plan to close the salary gap identified by the California Post Secondary Education Commission (CPEC) and acknowledged by the CSU Trustees and the administration itself,
- modify its demand that 40% of compensation dollars be allocated to merit pay, given that this would sharply limit funds available for a reasonable across-the-board increase (GSI),
- reach agreement with CFA on a new, fairer merit pay plan linked to the promotion, tenure and retention process,
- continue faculty entitlement to FERP for a full five years,
- improve lecturer job security and benefits,
- retain department chairs in the faculty unit with increased stipends, and
- provide for the expansion of family leave and the inclusion of domestic partner benefits.

**RESOLUTION ON COLLECTIVE BARGAINING**  
**The Humboldt State Academic Senate**

WHEREAS, The December 1997 Cornerstones Report (CR) which articulates the values, priorities, commitments, and expectations of the California State University (CSU) and was adopted by the Board of Trustees in January 1998 states:

1. We must continue to provide educational excellence in a teaching-centered, collegiate institution. (CR: Fundamental Commitment #1)
2. The California State University will reinvest in its faculty to maintain its primary mission as a teaching-centered comprehensive university. . . . The recommendations in support of this principle direct the university to the following: A commitment to a system wide faculty renewal and reinvestment plan, including steps to define and address the faculty salary gap, . . . . (CR: Principle 4); and

WHEREAS, The current faculty salary gap impedes the hiring and retention of highly qualified faculty, lowers morale and degrades the educational experience; and

WHEREAS, Based on historical trends the CSU expects to see faculty retirements grow from 200 per year (in 1997) to 400 per year between 2005-2011 (source: Cornerstones March 1997 Draft Report, "Cornerstones Task Force II" p. 15) increasing the demand for hiring and retaining highly qualified faculty in what is expected to become an increasingly competitive market; and

WHEREAS, The CSU demands that 40 percent of 1998-99 faculty compensation dollars go to so-called merit pay which would limit sharply funds available to close the California Postsecondary Education Commission (CPEC) salary gap with a fair General Salary Increase (GSI) and for a full step Service Salary Increase (SSI) for junior faculty; and

WHEREAS, Merit pay plans are created to provide special incentives for outstanding or meritorious performance and thus, by definition, are not designed to close salary gaps; and

WHEREAS, The CSU Chancellor, the CSU Trustees, CPEC, and California Faculty Association (CFA) agree that there exists a faculty salary gap and significant salary increases are necessary to close that gap; and

WHEREAS, Impasse in contractual negotiations on compensation and other key non economic issues has been declared by the CSU with the CFA; therefore, be it

RESOLVED: That the Academic Senate of Humboldt State University recommend that CSU

- a. Commit in writing to the faculty a two-year plan to close the faculty salary gap through GSIs and to ameliorate the inequity in faculty workload responsibilities relative to comparable universities;

b. Significantly reduce the proposed 40 percent of faculty compensation dollars which would be allocated to so-called merit pay; and

c. Provide a General Salary Increase (GSI) that substantively reduces the CPEC salary gap, and at least one full step (2.4 percent) for Service Step Increases (SSI) for all eligible faculty;

and be it further

RESOLVED: That the Academic Senate of Humboldt State University support progress on other key non economic contract issues including family leave, domestic partner benefits, lecturer job security and benefits, parity for counselors, the continuance of department chairs in the faculty unit, and the maintenance of the current Faculty Early Retirement Program (FERP); and be it further

RESOLVED: That the Academic Senate of Humboldt State University urge both the CSU and the CFA to bargain in good faith; and be it further

RESOLVED: That the Academic Senate of Humboldt State University recommend that this resolution be communicated directly to the Chancellor, the CSU Trustees, and the CFA; and be it further

RESOLVED: That the Academic Senate of Humboldt State University recommend that this resolution be forwarded to other CSU senates and to the Statewide Academic Senate, urging that they endorse this resolution and communicate our concerns to the Chancellor, the CSU Trustees, and the CFA.

**CALIFORNIA STATE UNIVERSITY LONG BEACH ACADEMIC SENATE**  
**COLLECTIVE BARGAINING RESOLUTION**

Unanimously Passed October 29, 1998

1. Whereas impasse has been declared in the current bargaining between the CFA and the CSU administration; and
2. Whereas CSULB Faculty believe that further progress can be made toward a satisfactory successor collective bargaining agreement if both parties engage in effort to that end; and
3. Whereas the CPEC has "urged the CSU to close the existing salary gaps";  
and
4. Whereas keeping and attracting a quality faculty requires closing the faculty salary gap; and therefore be it

RESOLVED that the Academic Senate of California state University Long Beach strongly supports the CFA effort to settle the Collective Bargaining Agreement on terms that recognize the legitimate interests of faculty, including a guarantee of the necessary increase in total faculty compensation to close CPEC salary gap as well as significant progress on other key contract issues, and be it further

RESOLVED that the Academic Senate of California State University Long Beach urges both sides to bring the negotiations to a speedy and fair conclusion;

and be it further

RESOLVED that this resolution be communicated directly to the Chancellor, the CSU Trustees, and the CFA.

**THE ACADEMIC SENATE AT CAL STATE L.A.**

**UNANIMOUSLY APPROVED THE FOLLOWING RESOLUTION ON OCTOBER 13.**

WHEREAS: the quality of education in the CSU rests primarily on its ability to attract and retain highly qualified faculty and maintain the high morale of that faculty; and

WHEREAS: the CSU Chancellor, CPEC and CFA agree that a faculty salary gap exists in the CSU, and significant salary increases are necessary to close that gap; and

WHEREAS: the existence of that gap discourages the hiring and retention of highly qualified faculty, lowers morale and degrades the educational experience; and

WHEREAS: the CSU received a 15.1% increase in its total budget for 1998-99, including an 8% increase in its base budget; and

WHEREAS: the CSU management, having once considered a 6% increase in total faculty compensation funded from these increases, has now reduced its offer to 5%, 40% of which it wishes to commit to special merit awards; and

WHEREAS: 40% of total compensation monies allocated to merit awards would sharply limit funds available for a reasonable across-the-board increase (GSI) and a full-step SSI for junior faculty; and

WHEREAS: bargaining on the new CSU-CFA contract has entered the impasse stage; therefore be it

RESOLVED: that the Academic Senate of California State University, Los Angeles, calls on CSU management to

1. resume productive negotiations with the CFA;
2. agree to a faculty compensation package involving a total increase of at least 6% this year;
3. modify its demand that 40% of compensation dollars be allocated to merit pay, given that this would sharply limit funds available for a reasonable GSI;
4. provide a commitment and plan in writing to address fully the faculty salary gap;
5. reach agreement quickly with CFA on a new, fair merit pay plan; and
6. provide at least one full step (2.4%) for an SSI for all eligible faculty; and be it further

RESOLVED: that the Academic Senate of California State university, Los Angeles, endorses CFA's effort to settle the contract on terms advantageous to the faculty, including a guarantee of the maximum increase in total faculty compensation and progress on other key contract issues; and be it further

RESOLVED: that this resolution be communicated directly to the Chancellor, the CSU Trustees, and the CFA.

**CALIFORNIA STATE UNIVERSITY, MONTEREY BAY  
RESOLUTION ON FACULTY COMPENSATION**

**WHEREAS** The quality of education in the CSU rests primarily on its ability to attract and retain highly qualified faculty and maintain the high morale of the faculty: and

**WHEREAS** The CSU Chancellor, CPEC and CFA agree that a faculty salary gap exists in the CSU, and significant salary increases are necessary to close that gap: and

**WHEREAS** the existence of that gap discourages the hiring and retention of highly qualified faculty, lowers morale and degrades the educational experience: and

**WHEREAS** The CSU received a 15.1% increase in its total budget for 1998-99, including an 8% increase in its base budget: and

**WHEREAS** The CSU management, having once considered a 6% increase in total faculty compensation funded from these increases, has now reduced its offer to 5%, 40% of which it wishes to commit to special merit awards: and

**WHEREAS** 40% of total compensation monies allocated to merit awards would sharply limit funds available for a reasonable across-the-board increase (GSI) and a full-step SSI for junior faculty: and

**WHEREAS** Bargaining on the new CSU-CFA contract has entered the impasse stage: therefore be it

**RESOLVED** That the Academic Senate of California State University, Monterey Bay, calls on CSU management to:

- 1.resume productive negotiations with the CFA
2. agree to a faculty compensation package involving a total increase of at least 6% this year;
- 3.modify its demand that 40% of compensation dollars be allocated to merit pay, given that this would sharply limit funds available for a reasonable GSI;
- 4.provide a commitment and plan in writing to address fully the faculty salary gap;
- 5.reach agreement quickly with CFA on a new, fair merit pay plan; and
- 6.provide at least one full step (2.4%) for an SSI for all eligible faculty; and be it further

**RESOLVED:** That the Academic Senate of the California State University, Monterey Bay, endorses CFA's effort to settle the contract on terms advantageous to the faculty, including a guarantee of the maximum increase in total faculty compensation and progress on other key contract issues; and be it further

**RESOLVED:** That this resolution be communicated directly to the Chancellor, the CSU Trustees, and the CFA.

**RESOLUTION ON THE CURRENT IMPASSE IN BARGAINING**

**ACADEMIC SENATE CSU NORTHRIDGE OCTOBER 15, 1998**

Passed unanimously October 15, by the  
Northridge Academic Senate.

WHEREAS, the CSU Chancellor has unilaterally declared impasse in negotiations with the faculty's representative, the California Faculty Association; and

WHEREAS, CSU faculty have begun the 1998-199 Academic Year without a new Memorandum of Understanding (Contract), and several campus Senates have expressed serious concern over the imposition of impasse and the cessation of negotiations; and

WHEREAS, issues of major concern to all faculty remain in dispute; and

WHEREAS, the Chancellor's imposition of a deadlock in negotiations diminishes the morale of faculty and distracts the university community from attending to its mission as an institution of learning; and

WHEREAS, the legislature has granted collective bargaining to the faculty and administration as a means to resolve disputes between faculty and administration, promote constructive working relations on the campuses, and advance the educational purposes of the university; therefore

BE IT RESOLVED, that the Faculty Senate of California State University, Northridge urges the Chancellor and the Board of Trustees to engage the California Faculty Association in meaningful negotiations intended to produce a faculty contract; and

BE IT FURTHER RESOLVED, that this resolution be conveyed to Chancellor Reed, CFA President Terry Jones, CSUN President Blenda Wilson, and the CSU Board of Trustees.

**CALIFORNIA STATE POLYTECHNIC UNIVERSITY, POMONA**

**ACADEMIC SENATE**

**RESOLUTION**

**COLLECTIVE BARGAINING**

WHEREAS, The quality of education available in the CSU rests in major part on the ability to attract and retain high-quality faculty members and to maintain a positive sense of morale among the faculty; and,

WHEREAS, CPEC has urged the CSU to close the existing faculty salary gaps; and

WHEREAS, The existence of this salary gap has a negative impact on the hiring and retention of high quality faculty and on faculty morale more generally; and

WHEREAS, The CSU has not been willing to commit to a multi-year plan to close the faculty salary gap; and

WHEREAS, The CSU received a 15.1% increase in its total budget, including an 8% increase in its base budget; and

WHEREAS, The CSU Board of Trustees has given the CSU Presidents an average salary increase of approximately 10%; and

WHEREAS, The average annual increase in salaries for the last five years was about 1.4% per year for faculty and 4%-12% for administrators; and

WHEREAS, The CSU management insists that 40% of compensation dollars this year go to merit pay in spite of the fact that this would sharply limit funds available both for a reasonable across the board increase (GSI) and for a full step SSI for junior faculty; therefore be it

RESOLVED, That the California State Polytechnic University, Pomona Academic Senate call on the CSU management to:

1. Commit in writing to the faculty a plan to fully address the faculty salary gap over the next three years;
2. Readdress the issue of merit pay in light of the shortcomings of the previous program;
3. Provide at least one full step (2.4%) for a SSI for all eligible faculty;
4. Set this year's salary increase to at least 6%; and be it further

RESOLVED, That the Academic Senate of California State Polytechnic University, Pomona strongly support the CFA effort to settle the CBA on terms advantageous to the faculty, including a guarantee of the maximum increase in total faculty compensation and progress on other key contract issues; and be it further

RESOLVED, That the Academic Senate of California State Polytechnic University, Pomona forward this resolution to the President of the University; Chair, CSU Academic Senate; Chancellor Charles Reed; CFA President; CSU Board of Trustees and the CSU Campus Senates.

MOVED WITHOUT OPPOSITION Adopted by the Academic Senate of California State Polytechnic University, Pomona on October 21, 1998.

**CSU SACRAMENTO ACADEMIC SENATE  
RESOLUTION ON FACULTY COMPENSATION**

WHEREAS: the quality of education in the CSU rests primarily on its ability to attract and retain highly qualified faculty and maintain the high morale of that faculty; and

WHEREAS: the CSU Chancellor, CPEC and CFA agree that a faculty salary gap exists in the CSU, and significant salary increases are necessary to close that gap; and

WHEREAS: the existence of that 11% gap discourages the hiring and retention of highly qualified faculty, lowers morale and degrades the educational experience; and

WHEREAS: the CSU received a 15.1% increase in its total budget for 1998-99, including an 8% increase in its base budget; and,

WHEREAS: the CSU management, having once considered a 6% increase in total faculty compensation funded from these increases, has now reduced its offer to 5%, 40% of which it wishes to commit to special merit awards; and,

WHEREAS: 40% of total compensation monies allocated to merit awards would sharply limit funds available for a reasonable across-the-board increase (GSI) and a full-step SSI for junior faculty; and finally,

WHEREAS: bargaining on the new CSU-CFA contract has ceased since the CSU left the bargaining table and unilaterally called for Impasse proceedings, subsequently granted by PERB; therefore be it

RESOLVED that the Faculty Senate of California State University Sacramento calls on CSU management to

- (1) return to the bargaining table and resume productive negotiations with the CFA;
- (2) return this year's compensation package to 6%;
- (3) greatly reduce the amount of compensation dollars it seeks to allocate to merit pay;
- (4) reach agreement quickly with CFA on a new, fair merit pay plan linked to RTP/peer review processes; and
- (5) provide at least one full step (2.4%) for an SSI for all eligible faculty; and be it

RESOLVED that the Faculty Senate of California State University Sacramento endorses CFA's effort to settle the contract on terms advantageous to the faculty, including a guarantee of the maximum increase in total faculty compensation and progress on other key contract issues; and be it

RESOLVED that this resolution be communicated directly to the Chancellor, the CSU Trustees, and the CFA; and be it further

RESOLVED that this resolution be forwarded to other CSU campus senates and to the statewide Academic Senate, urging that they endorse this resolution and communicate their concerns to the Chancellor, the CSU trustees, and the CFA.

**FACULTY SENATE AT CSU, SAN BERNARDINO**

On Sept. 29 the Faculty Senate at CSU, San Bernardino unanimously passed the following resolution:

WHEREAS, the Board of Trustees of the California State University has declared impasse in negotiations with the California Faculty Association;

and,

WHEREAS, CSU faculty are beginning the 1998-99 Academic Year with a new memorandum of understanding with the CSU;

and,

WHEREAS, the resultant insecurity in faculty working conditions is detrimental to the educational mission of all CSU campuses;

and,

WHEREAS, significant issues of concern to all faculty remain in dispute;

BE IT RESOLVED, that the Faculty Senate of California State University, San Bernardino urge the Chancellor and the Board of Trustees to engage the California Faculty Association in meaningful negotiations intended to produce a faculty contract.

**RESOLUTION UNANIMOUSLY PASSED BY  
SAN DIEGO STATE UNIVERSITY SENATE, SEPTEMBER 15, 1998**

1. Whereas impasse has been declared in the current bargaining between the CFA and the CSU administration;

and

2. Whereas CFA believes that further progress can be made toward a satisfactory successor collective bargaining agreement if both parties engage in effort to that end;

and

3. Whereas the CPEC has "urged the CSU to close the existing salary gaps";

and

4. Whereas keeping and attracting a quality faculty requires closing the faculty salary gap;

and therefore be it

5. Resolved that the SDSU Senate urges both sides to consider the legitimate needs of the faculty in their deliberations and to bring their negotiations to a speedy and fair conclusion.

**RESOLUTION ON COLLECTIVE BARGAINING  
SAN FRANCISCO STATE UNIVERSITY ACADEMIC SENATE**

This resolution adopted on Tuesday, September 22, 1998 by the San Francisco State University Academic Senate.

WHEREAS the quality of education available in the CSU rests in major part on the ability to attract and retain high-quality faculty members and to maintain a positive sense of morale among the faculty; and

WHEREAS CPEC and the CSU Trustees and administration agree that there exists a salary gap for faculty; and,

WHEREAS the existence of this salary gap has a negative impact on the hiring and retention of a high quality faculty and on faculty morale more generally; and

WHEREAS the CSU has not been willing to commit to a multi- year plan to close the faculty salary gap; and;

WHEREAS the CSU received a 15.1% increase in its total budget, including an 8% increase in its base budget; and,

WHEREAS the CSU management insists that 40% of compensation dollars this year go to merit pay; and,

WHEREAS this 40% allocation to merit pay would sharply limit funds available both for a reasonable across the board increase (GSI) and for a full step SSI for junior faculty; therefore be it

RESOLVED that the San Francisco State University Academic Senate call on CSU management to

- (1) return this year's compensation package to 6%;
- (2) commit in writing to the faculty a plan to fully address the faculty salary gap over the next three years;
- (3) modify its demand that 40% of compensation dollars be allocated to merit pay;
- (4) provide at least one full step (2.4%) for an SSI for all eligible faculty; and be it further

RESOLVED that the Academic Senate of San Francisco State University strongly support the CFA effort to settle the CBA on terms advantageous to the faculty, including a guarantee of the maximum increase in total faculty compensation and progress on other key contract issues; and be it further

RESOLVED that this resolution be communicated directly to the Chancellor, the CSU Trustees, and the CFA.

**ACADEMIC SENATE**  
**OF**  
**CALIFORNIA POLYTECHNIC STATE UNIVERSITY**  
**San Luis Obispo, CA**

**RESOLUTION ON COLLECTIVE BARGAINING**

Adopted: Oct. 27, 1998

WHEREAS, The quality of education available in the CSU rests in major part on maintaining (1) a positive morale among the faculty, and (2) an ability to attract and retain high quality faculty members; and

WHEREAS, CPEC and the CSU Board of Trustees and administration agree that there exists a salary gap between the CSU faculty and the faculty of comparative universities; and

WHEREAS, Chancellor Reed has publicly stated that this salary gap should be closed; and

WHEREAS, The existence of this salary gap has a negative impact on the hiring and retention of high quality faculty; and

WHEREAS, The CSU Board of Trustees approved a retroactive pay raise for CSU presidents which reduces their salary gap by 50%; and

WHEREAS, The CSU bargaining team denied the opportunity for retroactivity at the bargaining table; and

WHEREAS, The Merit Pay Task Force of the statewide Academic Senate found that PSSI merit pay is eroding faculty morale throughout the CSU; therefore, be it

RESOLVED: That the Academic Senate of Cal Poly strongly urge the CSU Board of Trustees and administration to use the compensation increase authorized by the legislature to decrease the salary gap for all faculty; and, be it further

RESOLVED: That the Academic Senate of Cal Poly strongly urge the CSU Board of Trustees and administration to show the same respect for its faculty that it has shown for its campus presidents by permitting the raises to be retroactive; and, be it further

RESOLVED: That the Academic Senate of Cal Poly strongly urge the CSU Board of Trustees and administration to give any future merit increases through a procedure based on the Promotion, Retention, and Tenure process of the campuses; and, be it further

RESOLVED: That the Academic Senate of Cal Poly strongly urge the CFA and CSU administration to resume negotiations to bring about a fair Collective Bargaining Agreement that addresses the issues expressed above; and be it further

RESOLVED: That this resolution be communicated directly to local State legislators, the CSU Board of Trustees, the Chancellor of the CSU, and the CFA.

**THE ACADEMIC SENATE OF CSU SAN MARCOS  
RESOLUTION**

Whereas impasse has been declared in the current bargaining between the CFA and the CSU Board of Trustees;

and

Whereas CFA believes that further progress can be made toward a satisfactory successor collective bargaining agreement if both parties engage in efforts to that end;

and

Whereas the Chancellor has voiced his desire to close the CPEC/CSU salary gap;

and

Whereas attracting and keeping a quality faculty are essential to fulfill our university's academic mission;

therefore be it

Resolved that the CSUSM Academic Senate strongly urges the CSU Board of Trustees to support the legitimate needs of the faculty in these negotiations and to bring these negotiations to a speedy and fair conclusion.

**THE SONOMA ACADEMIC SENATE  
RESOLUTION ON COLLECTIVE BARGAINING**

The Sonoma Academic Senate passed unanimously, Oct. 13, the San Francisco State University Academic Senate resolution on collective bargaining.

WHEREAS the quality of education available in the CSU rests in major part on the ability to attract and retain high-quality faculty members and to maintain a positive sense of morale among the faculty; and

WHEREAS CPEC and the CSU Trustees and administration agree that there exists a salary gap for faculty; and,

WHEREAS the existence of this salary gap has a negative impact on the hiring and retention of a high quality faculty and on faculty morale more generally; and

WHEREAS the CSU has not been willing to commit to a multi- year plan to close the faculty salary gap; and;

WHEREAS the CSU received a 15.1% increase in its total budget, including an 8% increase in its base budget; and,

WHEREAS the CSU management insists that 40% of compensation dollars this year go to merit pay; and,

WHEREAS this 40% allocation to merit pay would sharply limit funds available both for a reasonable across the board increase (GSI) and for a full step SSI for junior faculty; therefore be it

RESOLVED that the Sonoma State University Academic Senate call on CSU management to

- (1) return this year's compensation package to 6%;
- (2) commit in writing to the faculty a plan to fully address the faculty salary gap over the next three years;
- (3) modify its demand that 40% of compensation dollars be allocated to merit pay;
- (4) provide at least one full step (2.4%) for an SSI for all eligible faculty; and be it further

RESOLVED that the Academic Senate of Sonoma State University strongly support the CFA effort to settle the CBA on terms advantageous to the faculty, including a guarantee of the maximum increase in total faculty compensation and progress on other key contract issues; and be it further

RESOLVED that this resolution be communicated directly to the Chancellor, the CSU Trustees, and the CFA.

Resolution on Collective Bargaining

13/AS/98/SEC

Approved by the CSU Stanislaus Academic Senate, October 27, 1998.

Resolution on Collective Bargaining

WHEREAS: the Board of Trustees has declared impasse in negotiations with the California Faculty Association; and

WHEREAS: CSU faculty are beginning the 1998-1999 Academic year without a new collective bargaining contract; and,

WHEREAS: significant issues of concern to all faculty remain in dispute; therefore, be it

RESOLVED: that the Academic Senate of California State University Stanislaus calls on CSU management to:

- 1) return this year's compensation package to 6%;
- 2) commit in writing to the faculty a plan to address fully the faculty salary gap over the next three years;
- 3) modify its demand that 40% of compensation dollars be allocated to merit pay;
- 4) provide at least one full step (2.4%) for an SSI for all eligible faculty;
- 5) all faculty raises are to be retroactive to July 1, 1998; and be it further

RESOLVED: That the Academic Senate of California State University, Stanislaus support progress on other key contract issues; including family leave, domestic partner benefits, lecturer job security and benefits, parity for counselors, the continuance of department chairs in the faculty unit, and the maintenance of the current Faculty Early Retirement Program (FERP); and be it further

RESOLVED: That the Academic Senate of California State University, Stanislaus urge both the CSU and the CFA to bargain in good faith; and be it further

RESOLVED: That the Academic Senate of California State University, Stanislaus recommend that this resolution be communicated directly to the Chancellor, the CSU Trustees, and the CFA.

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