

ACADEMIC SENATE
of
THE CALIFORNIA STATE UNIVERSITY

AS-2575-02/Floor (Bonace, Kaiser, Pincu)
May 2-3, 2002

**Implementation of the Contract between Faculty and Administration of
The California State University Regarding Domestic Partnerships
and Access to the Fee Waiver Program and Family Leave**

RESOLVED: That the Academic Senate of The California State University (CSU) urge the Chancellor and the Board of Trustees to ensure that faculty in recognized domestic partnerships are included in the fee waiver program and in the family leave provision in the implementation of the current collective bargaining agreement.

RATIONALE: As early as last Academic Year 2000-2001, questions were raised around the California State University system about access to the fee waiver program and later to the family leave provision. Inquiries were responded to by saying that these concerns were conditions of employment and had to be bargained for, and that there was no opposition from Human Resources in the Chancellor's Office. It was suggested that the California Faculty Association (CFA) would carry this issue into the opening of contract bargaining. Both sides agreed to the aforementioned provisions and, therefore, it was not covered as a concern in the Fact Finder's Report, which dealt only with issues of conflict. As a result, this provision was not included.

To deny a segment of faculty and their families the most basic rights based on sexual orientation offends anti-discriminatory provisions of California law and CSU principles. Neither faculty members nor their families should be made "token bargaining chips" by either the California Faculty Association or the CSU Chancellor, especially when based on a characteristic identifying them as a member of a minority group.

APPROVED BY ACCLAMATION -- May 2-3, 2002