

CSU – CFA June 25, 2010 Bargaining Update

The California State University Faculty Association and the CSU met on June 25 to discuss three issues; (i) the distribution of the residual funds from Year 1 of the equity program; (ii) the distribution of the residual funds from Year 2 of the PPI program; and (iii) the 2009/10 salary re-opener, which was triggered by provisions in the contract calling for reconsideration of salary increases in the event that the CSU does not receive funding consistent with the Compact.

(i) Equity:

The CFA proposed that the parties implement the program previously developed within the Equity Oversight Committee. The monetary awards to faculty, however, would be one-eighth the amount originally contemplated. This is because the pool of monies available for distribution will only be approximately \$1 million and not the \$8 million that would otherwise have been available if the CSU had been provided with full Compact funding. CSU made an alternative proposal to combine the residual PPI monies with the residual equity money to create a pool of approximately \$1.7 million. That expanded pool of monies would then be targeted to those Associate and Full Professors who have demonstrable salary inversion or extreme salary compaction issues, and who had not otherwise received awards under either Equity Year One or the PPI program. CSU explained that their proposal was intended to provide larger salary increases to a more limited number of Faculty. CFA rejected CSU's proposal, both in relation to combining the Equity and PPI monies and proposed distribution methodology. CSU agreed to further consider CFA's proposal.

(ii) PPI Residual Funds

Having rejected CSU's proposal to combine these residual funds with the residual Equity funds, the CFA proposed distributing these monies (approximately \$700,000) as an across the board General Salary Increase (GSI). The parties then had a positive discussion about the best way to implement the payment of this GSI.

(iii) 2009/10 Salary Re-opener:

CFA presented CSU with its counter-proposal on salaries. CFA proposed that "as the CSU budget increases to approach compact-level funding, immediately upon receiving such increases pay a proportionate percentage of any unpaid 2009-2010 increases." CSU had previously proposed that salaries should be maintained at current levels for 2009/10.

Having given CSU its written proposal, the meeting was then adjourned to July 8th when the CSU will provide the CFA with its response to their proposal.