

CSU/CFA August 6, 2010 Bargaining Update

The California State University and the California Faculty Association met on August 6, 2010 to continue the 2009/10 salary re-opener bargaining that was triggered by provisions in the contract calling for reconsideration of salary increases if the CSU did not receive funding consistent with the Compact for Higher Education. In addition, the parties discussed the distribution of the residual funds from Year 1 of the equity program for Assistant Professors from the expired 2007-2010 Collective Bargaining Agreement.

2009/10 Salary Re-opener:

The CFA made two proposals on salary:

- 1) CSU should pay a percentage of the General Salary Increase and Service Salary Increase amounts in Articles 31.10 (6% GSI) and 31.25 (2.65% SSI) of the expired Collective Bargaining Agreement. This would be equal to the percentage of general fund appropriations and 'Core Compact Recovery-Compensation' funds sought in CSU's 2010-11 budget request that is actually received in the final budget.
- 2) CFA proposed including an additional \$7 million to fund the second year of the Equity Program in 31.17 (a)(3) of the Collective Bargaining Agreement in exchange for their agreement not to seek recovery of any portions of the 2009-10 general salary increases that remained unpaid.

CFA provided an example to explain the proposal: If the CSU were to receive approximately \$2.7 billion in general fund support, this would represent 84% of the approximate \$3.2 billion requested by CSU for 2010/2011. This would mean that CSU would pay a 5.04% GSI and a 2.12% SSI.

This proposal was rejected by the CSU, which maintained its previous proposal that existing salary levels should be maintained for 2009/10.

The CFA's second proposal was that the CSU should pay all eligible faculty 69% of the previously negotiated increases plus \$7 million to fund year 2 of the Equity Program on the same basis as above. This 69% figure was calculated by reference to the amount sought by the CSU in its 09/10 budget request and the actual general fund appropriation received in the Budget Act. This proposal would equate to a 4.1% GSI and a 1.8% SSI.

This second proposal was also rejected by the CSU, after which the parties agreed that they would now proceed to petition PERB to certify that they are at impasse on the issue.

Equity Roll-over Funds:

On this issue the parties continued to make good progress on a process under which the \$1 million in rollover salary funds from the year 1 Equity Program will be distributed and expect to finalize an agreement on this issue prior to the next scheduled bargaining sessions on August 19/20.