

## LABOR AND EMPLOYEE RELATIONS



### COMMUNIQUÉ

DECEMBER 1, 2023

#### CSU AND CFA CONCLUDE IMPASSE PROCEDURE, FACTFINDER'S REPORT PUBLISHED

The California State University (CSU) and the California Faculty Association (CFA) have concluded the last step in the collective bargaining impasse procedure – the “factfinding” process. This process includes a hearing before a neutral third party at which the parties present their positions on all the outstanding issues. The independent factfinder prepares a draft report with recommendations for each issue presented at the hearing. Both parties are given an opportunity to respond prior to the final report being issued. After a 10-day “quiet” period that ended today, the parties can make the factfinder’s report public.

The factfinder’s recommendations, and the parties’ responses to the recommendations, are available at this [link](#).

The factfinder’s recommendations cover a variety of topics that fall into one of 15 categories. The CSU has informed the CFA that it will accept the factfinder’s recommendations on the following 13 topics:

- Increasing paid parental leave from 6 to 8 weeks and increasing the paid workload reduction from 40% to 60% for one semester (in lieu of 8 weeks of parental leave)
- Department Chair Additional Pay
- Assigned Time for Non-Tenure Track Faculty to Perform Service Work
- Personal Crisis Leave
- Life Insurance
- Gender-Inclusive Restrooms
- Lactation Rooms
- Counselors
- Parking
- Flex Cash Program and Recreational Facilities
- Alternative Transportation Programs
- Minimum of Range for Lecturer A and Lecturer B
- Campus Policing

*(The factfinder’s recommendations on the above items are summarized in the report on pages 27-30.)*

Although the CSU does not agree with the factfinder’s recommendations regarding salary and the workload grievance process as written, we understand the factfinder’s reasoning and hope to continue dialogue with CFA to reach an agreement consistent with the factfinder’s approach.

With respect to salary, the factfinder proposed a structure intended to keep faculty salaries in line with the Consumer Price Index for goods and services (CPI-U), while recognizing it would be difficult for the CSU to achieve parity with the CPI-U in one year. The CSU's offer of 15% over three years, detailed more fully below, is consistent with the factfinder's approach and would actually exceed the projected CPI-U over the three-year term, as explained in the CSU's response to the factfinder's recommendations (see link above).

With respect to workload, the CSU is in agreement with the factfinder's proposal to add a step before the grievance process. We welcome further dialogue with the CFA so the parties can work together to determine the timing and goals of this additional step.

In keeping with the CSU's commitment to reach a fair and sustainable resolution through the bargaining process, it has offered the following salary increases to the CFA:

- 15% in general salary increases (GSIs) over three years. 5% in the current fiscal year, 5% in 2024-25 and 5% in 2025-26. The increases in 2024 and 2025 depend only on the state honoring the financial commitments that it made in its current multi-year compact with the CSU.
- A Post-Promotion Increase (PPI) of 2.65% in fiscal year 2024-25.
- A Service Salary Increase (SSI) of 2.65% in fiscal year 2025-26. This SSI is in addition to the 2.65% SSI from the current year.

With these terms, all faculty would receive a minimum of a 15% increase (not including compounding) over the three years—subject only to the state honoring its existing funding commitment—and some faculty would receive increases of 20.3% (again, not including compounding) over the three-year period.

The CSU remains ready to return to the bargaining table to reach a fair and financially sustainable agreement.

To read prior bargaining updates, visit the [Labor and Employee Relations website](#).