

## LABOR AND EMPLOYEE RELATIONS



### COMMUNIQUÉ

OCTOBER 30, 2023

#### CSU AND CFA ENTER LAST PHASE IN DISPUTE RESOLUTION PROCESS

After five months of negotiations, including recent efforts by a neutral state-appointed mediator and a fact-finding panel, the California State University (CSU) and California Faculty Association (CFA) have yet to reach agreement on compensation and other issues.

The CSU and CFA are still engaged in the dispute resolution process. This weekend, they concluded meetings with an independent fact finder, who will prepare a report of their findings and recommendations. The recommendations are not binding, and after the report is issued (which is expected in about three weeks), the CSU and CFA will have 10 days to review the report before it becomes public. CFA and CSU may continue to meet and negotiate throughout this period. If the parties are not able to reach resolution after the 10-day “quiet” period concludes, should the parties still be at impasse, the CSU may unilaterally implement its pre-impasse proposals and CFA members may strike.

CFA recently announced that its members authorized the union to organize strikes on CSU campuses if the parties can’t reach agreement during the 10-day quiet period. This does not mean that the CFA will call a strike. The vote to authorize a strike gives CFA leadership the authority to initiate a strike or other concerted activities should CSU and CFA be unable to reach agreement at the end of the collective bargaining dispute resolution process. Similar authorizations approved by CFA members in prior years’ negotiations ultimately did not lead to a strike because the parties were able to reach agreement. If the CFA decides to call a strike, that does not mean all faculty will necessarily refuse to work.

Should faculty decide to strike, CSU campuses will remain open and have developed plans to minimize disruptions to operations. Individuals who choose to participate in a strike may not block or otherwise obstruct student access to campus, campus services or the classroom. Should any changes to hours, services, or events occur, that information would be communicated to the campus community.

As previously reported, CFA is demanding a 12% general salary increase in the current fiscal year. In response, the CSU offered a 12% increase over three years starting with a 4% general salary increase for FY 2023-24. After CFA refused to consider CSU’s three-year salary increase proposal, the CSU offered a 5% general salary increase for the current fiscal year. CFA’s salary and benefit demands for just the current fiscal year total approximately \$380 million. Compensation increases, which are ongoing costs, can only be implemented in a fiscally responsible and sustainable way. (At the bottom of this Communiqué, see a chart comparing the costs of CSU’s and CFA’s salary and benefit proposals.)

The CSU remains committed to bargaining in good faith with CFA and to providing fair and reasonable compensation increases for all represented and non-represented employees. In recent weeks, agreements have been reached with five of our other employee unions that provide compensation increases.

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

## CSU AND CFA SALARY AND BENEFIT PROPOSALS FOR FY 2023-24

ISSUE	CSU PROPOSAL	ADDED COST (EST.)	CFA PROPOSAL	ADDED COST (EST.)
General Salary Increase (GSI)	5%	\$132,355,000	12%	\$317,652,000
Salary Range A & B	Range minimums to increase by 5% (through the GSI)	N/A	Increase range minimums by \$5,000 to \$10,000 (plus 12% included in GSI)	\$42,481,200
Flex Cash for faculty who opt out of CSU's health insurance programs	Continue to offer existing Flex Cash benefit	N/A	Increase Flex Cash amount	\$11,303,250
Life/AD&D Insurance	Continue to offer existing benefit	N/A	Increase employer-paid life insurance	\$6,686,490
Department Chair Pay	Increase minimums	\$1,477,888	Increase minimums	\$1,477,888
<b>Cost Comparison</b>		<b>\$133,832,888</b>		<b>\$379,600,828</b>

## ADDITIONAL CSU FINANCIAL COMMITMENTS FOR CFA MEMBERS

CSU COMMITMENTS	ADDED COST (EST.)
FY 2023-24 healthcare premium increase for faculty	\$23,400,000
Faculty Service Salary Increase (SSI) program for FY 2023-24	\$26,471,000
<b>Additional New Spending</b>	<b>\$49,871,000</b>