The California State University
COLLECTIVE BARGAINING

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SENT VIA EMAIL ONLY

Dr. Kevin Wehr
Chair of Bargaining
California Faculty Association
1110 K Street
Sacramento, CA 95814-2716
kevin_wehr@calfac.org

Re: Modifications to the terms and conditions of employment

Dear Dr. Wehr:

I write to provide written notification that effective the start of the first pay period after the date of this letter CSU will use the imposition process to affect the following modifications to the terms and conditions of employment as set forth in CSU's last pre-impasse proposals:

1. **General Salary Increase (CSU #3 08/07/2023)**

   For fiscal year 2023/2024, all Faculty Unit Employees shall receive a GSI of 5% effective the start of the first pay period after the date of this letter. At the same time that the GSI is applied, the minima, the Service Salary Increase (SSI) maxima, and the maxima on the salary schedules shall be adjusted upward by the amount of the GSI.

2. **Department Chairpersons (CSU #3 08/07/2023)**

   Employees reclassified to department chair in class codes 2481 and 2482 shall receive a minimum salary increase of one hundred sixty dollars ($160.00) ~~eighty dollars ($80.00)~~ per month of service as chairperson. Chairpersons of departments of eighteen (18) or more full-time equivalent faculty (FTEF) shall receive an additional minimum amount of eighty dollars ($80.00) ~~forty dollars ($40.00)~~ per month of service as chairperson at the time of reclassification.

The CSU shall adjust any current department chairperson's salary to ensure that they are receiving at least the minimum salary increase identified in Provision 31.27. Such adjustment, if necessary, shall be effective at the start of the 2023/24 academic year.

3. **Parking (CSU #2 08/07/2023)**

During Fiscal Year 2023/2024, parking fees may be raised by two dollars ($2) per month.

Increases may be implemented at any time after the start of the first pay period after the date of this letter, but campuses may not increase parking fees more than once per fiscal year. The increase may apply to all faculty parking rates, which could include daily, monthly, semester and/or annual permits.

As I previously informed you, if CFA has a change in position that is likely to lead the parties to an agreement, the University is more than willing to resume negotiations. However, as CFA leadership has not made any movement in seven months from its initial position of a 12 percent general salary increase for FY 2023/24 and has indicated no willingness to move off of the 12 percent position, the University had no choice but to use the imposition process to provide our well-deserving faculty a 5 percent salary increase.

Lastly, as I have explained previously, our current offer stretches our financial ability as far as the CSU can stretch and remain financially responsible. CFA's demand of 12 percent is not financially viable and would lead to cuts including staff, student services, and likely course offerings. Yesterday's announcement regarding the state's economic circumstances and its impact on CSU's budget further enhances the need to remain fiscally responsible. As much as the CSU would like to avoid a strike and its impact on students, agreeing to your untenable wage demands would create a more significant and larger impact on students by jeopardizing the entire educational mission of the CSU for years to come.

Sincerely,

JOSEPH J. JELINCIC III
Assistant Vice Chancellor, Collective Bargaining

Cc: Charles Toombs, CFA President
Kathy Sheffield, CFA Director of Representation and Bargaining