



COMMUNIQUÉ

DECEMBER 21, 2021

CSU AND CFA REACH TENTATIVE AGREEMENT ON SUCCESSOR CONTRACT

The California State University (CSU) and the California Faculty Association (CFA) have reached a tentative agreement on a successor contract. The agreement covers the 29,000 instructional faculty, coaches, librarians and counselors across the 23 CSU campuses and, upon ratification by the CSU Board of Trustees and CFA membership, will run through June 30, 2024. The tentative agreement will be brought to the CSU Board of Trustees for approval at the upcoming meeting taking place January 25-26, 2022.

“The CSU’s world-class faculty are critical to the success of our talented and diverse students. The new contract acknowledges the hard work of our faculty to ensure continued student success through the unprecedented global pandemic, while also ensuring fair compensation in challenging economic situations throughout our communities across the state,” said CSU Chancellor Joseph I. Castro. “Compensation for our dedicated employees is the top fiscal priority of the trustees in the CSU’s 2022-23 budget request, and we are committed to working with the leaders of CFA and the other unions that represent our employees to advocate to our legislative leaders and the governor for fully funding the CSU budget.”

“We were able to reach this Tentative Agreement because of the tremendous work and actions of faculty and students on all 23 campuses who communicated their strong and committed voices to the CSU, Board of Trustees and to Chancellor Castro that we must have a fair contract,” said Charles Toombs, president of CFA and professor of Africana Studies at San Diego State University. “We all thank Chancellor Castro for acting on this strong faculty commitment to rights, respect, and justice, where faculty working conditions are student learning conditions. Furthermore, CFA always strongly advocates in Sacramento for a budget to meet the growing needs of the CSU, and we look forward to the CSU joining us in our budget advocacy.”

The agreement calls for faculty to receive the following:

- A one-time payment of \$3,500, prorated by each faculty member’s 2020-21 timebase.
- A 4% general salary increase (GSI), retroactive to July 1, 2021.
- Up to a 4% GSI, effective July 1, 2022, dependent on the state budget allocation to the CSU.
- A 2.65% service salary increase (SSI) during fiscal years 2021-22 and 2023-24 for all eligible faculty, including coaches, counselors and librarians.
- A 2.65% post-promotion increase (PPI) during fiscal year 2022-23 for eligible faculty, including coaches, counselors and librarians.

A copy of the tentative agreement will be posted on the [Labor and Employee Relations website](#) as soon as it is available.