



COMMUNIQUÉ

AUGUST 31, 2021

CSU AND CALIFORNIA FACULTY ASSOCIATION (CFA) BARGAINING REACH TENTATIVE AGREEMENT ON 20 ARTICLES; FURTHER NEGOTIATIONS SCHEDULED

On August 24 and 27, CSU and CFA (Unit 3) representatives met to continue their negotiations over a successor agreement. The parties have now met 16 times since October 2020.

As a reminder, CSU's contract with CFA expired on June 30, 2021, but has been extended twice by mutual agreement through September 30.

During last week's bargaining sessions, CSU and CFA representatives reached tentative agreement on 20 Articles. For 19 of them, they agreed to maintain the *status quo* from the prior contract. These Articles include:

Preamble

Article 1: Recognition

Article 3: Effect of the Agreement

Article 4: Savings Clause

Article 5: Management Rights

Article 7: CFA Security

Article 8: Faculty Participation

Article 9: Concerted Activities

Article 13: Probation and Tenure

Article 14: Promotion

Article 25: Professional Development

Article 25: Fee Waiver

Article 28: Difference in Pay Leaves

Article 30: Pre-Retirement Reduction in Time Base

Article 33: Holidays

Article 34: Vacation

Article 35: Outside Employment

Article 38: Layoff

Article 40: Extension for-Credit Employment

CSU and CFA also tentatively agreed to substantive changes to Article 27 (Sabbatical Leaves). These changes would provide greater clarity and consistency on eligibility, deferrals, expectations, and verification for faculty sabbatical leaves.

CSU is pleased the negotiators are making progress. We look forward to working toward resolution on the remaining Articles, especially negotiations to increase compensation for faculty.

To reiterate, in May, CFA proposed General Salary Increases of 4% to occur retroactive to July 1, 2020, 4% to occur retroactively to July 1, 2021, and 4% to occur on July 1, 2022. The cumulative impact on this year's budget would be an 8% General Salary Increase which equals approximately \$180 million of ongoing new expense. CFA also proposed an additional 2.65% Service Salary Increases in both 2021-22 and 2022-23, as well as an additional 2.65% Post Promotion Increases in these same years. Moreover, CFA requested \$20 million to fund increases under a salary equity program. In total, CFA's proposal would cost an estimated \$361 million in new, ongoing funds by the end of Fiscal Year 2022-23.

California's final State Budget for 2021-22 restores prior cuts to the CSU and provides new one-time and ongoing funding that will allow the university to maintain quality and continue to invest in student success initiatives and closing the equity gap, without increasing student tuition. However, state legislators and Governor Newsom did not specifically allocate any funding for employee compensation increases. As a result, funding the CSU's proposed salary increase will require reallocating funds from other dedicated purposes.

On July 27, despite no additional funding allocated for compensation increases, CSU proposed a 2% General Salary Increase retroactive to July 1, 2021, with a provision to reopen salary negotiations for 2022-23 and 2023-24. The cost of CSU's proposal would be \$45 million on an annual, ongoing basis. CSU's proposal to increase faculty salaries represents its commitment to and recognition of the contributions of faculty, even though it means redirecting funds from other university priorities in the current year. On July 30, CFA rejected CSU's proposal and re-submitted its May proposal for compensation increases, without modification.

CSU and CFA representatives have scheduled additional negotiating sessions for September 9, 23, 24 and 30.