

FACT VS FICTION

CSU NEGOTIATIONS WITH CFA

FACT

UNIVERSITIES ARE OPEN

All CSU campuses will be open during the California Faculty Association's (CFA) January 2024 strike, and student services will continue to be provided. Not all faculty will strike. Students should check with their instructors to find out if an individual class will be canceled.

FICTION

[1] "Classes canceled. 1/22-1/26 campus closed."

FACT

CSU PROVIDED FACULTY WITH A RAISE

The CSU is providing all instructional faculty, librarians, counselors and coaches with a general salary increase of 5%, effective with the start of the February 2024 pay period.

FICTION

[2] "CSU administration unilaterally imposes wage cuts on faculty."

FACT

CSU HAS LIMITED FUNDS

Most of CSU's reserves are heavily restricted in how they can be used. The CSU has some unrestricted reserves held for economic uncertainty and they total \$766 million, which is equivalent to 34 days of operations for the entire CSU system. Those reserves cannot sustainably cover ongoing/recurring expenses like compensation because they are one-time funds – they are not replenished every year as part of CSU's budget.

FICTION

[3] "The CSU has been hoarding billions of dollars in reserves instead of investing in faculty and staff."

FACT

CSU MADE EVERY EFFORT TO REACH A DEAL

CFA's opening salary demand in May 2023 was for a 12% raise this fiscal year. CFA's current salary demand is for a 12% raise. CFA has not indicated any willingness to move from this demand. The state-appointed neutral factfinder agreed that 12% is not financially viable for the CSU. It would lead to significant cuts to student programs and layoffs on our campuses. CSU offered multiple salary proposals and announced it would agree to nearly all of the factfinder's recommendations. After two days of post-impasse bargaining, CFA made clear that it would not move from the 12% demand. CSU therefore decided to exercise its right under the impasse procedure to provide faculty with a 5% raise effective with the start of the February 2024 pay period. The CSU stands ready to return to the bargaining table to negotiate a lasting labor agreement.

FICTION

[4] "After 20 minutes, the CSU management bargaining team threatened systemwide layoffs, walked out of bargaining, cancelled all remaining negotiations, then imposed a last, best and final offer on CFA members."

FACT

FACULTY ARE RESPONSIBLE FOR REPORTING ABSENCES

When employees go on strike, they are not working, and they are not entitled to be paid. As a steward of public funds, the CSU is legally obligated to ensure that public funds are not misused, which would include paying employees who did not perform work due to a strike. Faculty, like all other employees, are responsible for reporting their absences – either to their supervisors or through the CSU Peoplesoft HR System.

FICTION

[5] "Regarding self-reporting [participating in the strike], you must answer truthfully if asked by a direct supervisor; however, you do not need to go out of your way to report."

[1] Source: 1/8/24 CFA Long Beach chapter Facebook post

[2] Source: 1/9/24 Email to faculty from CFA Fullerton Executive Board & Strike Planning Committee

[3] Source: 10/30/23 CFA announcement

[4] Source: 1/9/24 CFA statement on X

[5] Source: 1/16/24 Email to faculty from CFA Chico State chapter, "Re: UPCOMING STRIKE - Frequently Asked Questions"