

# LABOR AND EMPLOYEE RELATIONS



## COMMUNIQUÉ

NOVEMBER 9, 2023

### UPDATE ON CONTRACT NEGOTIATIONS WITH UNIONS

On November 7, the California State University Board of Trustees approved tentative agreements with five labor unions (California State University Employees Union, Academic Professionals of California, International Union of Operating Engineers, Statewide University Police Association, and United Auto Workers).

Despite negotiating for months with the California Faculty Association (CFA) and Teamsters Local 2010, CSU and these two unions have not yet reached agreement and are still engaged in the state-mandated impasse process. CSU and CFA are nearing the conclusion of the fact-finding process, whereas CSU and Teamsters are just now proceeding with fact finding.

In the event of a strike, all CSU universities will remain open and have contingency plans in place to minimize disruptions to operations for students, faculty, staff and visitors to our campuses. The CSU remains committed to reaching tentative agreements with CFA and Teamsters to increase compensation that is fair and fiscally sustainable.

### CFA NEGOTIATIONS

The chair of the CSU-CFA fact-finding panel will complete the final report with his findings and non-binding recommendations around November 21. The final report will be published 10 days later. The parties may negotiate during this 10-day quiet period.

As previously reported, the CFA is demanding a 12% general salary increase in the current fiscal year. On November 2, CSU submitted a new salary proposal. Consistent with agreements struck with two of CSU's largest staff unions, CSU's proposal contains 15% in general salary increases for three years (5% per year), including this current fiscal year. CFA has now rejected this offer.

In late October, as previously reported, CFA announced that its members authorized the union to organize strikes on CSU campuses. This vote does not automatically mean faculty will refuse to work. Similar authorizations have been approved by union members that did not result in strikes or other concerted labor actions.

## TEAMSTERS NEGOTIATIONS

Last week, CSU and the Teamsters entered mediation. The mediator certified the parties to proceed to the fact-finding process. A few days later, the Teamsters (which represents approximately 1,000 employees systemwide, such as plumbers, electricians and other skilled trades workers) announced that its members will conduct a one-day strike on November 14 over alleged unfair labor practices that have not yet been adjudicated and are disputed by the CSU. The CSU believes the Teamsters announced strike is unlawful.

CSU has offered Teamsters a 15% compensation pool for a three-year period and proposed distributing those dollars in various ways while creating a new step structure. The Teamsters union is demanding what amounts to a 40.5% salary increase for three years: including a 26.5% increase this year, a 7% increase in year two, and a 7% increase in year three.

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