



CFA Report to CABE

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A historic CSU strike lasted only a day. It ended with the following Tentative Agreement:

Terms of the Tentative Agreement:

5-percent General Salary Increase for all faculty on July 1, 2024 (contingent on there not being an overall cut to CSU's base funding from the state, which last happened in 2008).

- Raising the salary floor for our lowest-paid faculty in salary Ranges A and B:
- Increasing paid parental leave from 6 to 10 weeks.
- Adding first-time contract language that acknowledges the importance of moving all campuses to a 1,500:1 students-to-counselor ratio (a ratio recommended by the International Accreditation of Counseling Services). CSU management has consistently disregarded the legitimacy of the ratio and the life-altering impact it would have on students.
- Adding the option for counselors to request academic-year or 10-month employment contracts.

- First-time contract language providing salary support for lecturers who perform service work – like serving in committees, etc.
- Adding language on course caps protecting against unilateral increases by management.
- First-time contract language establishing rights and protections for faculty who are interviewed by police.
- First-time contract language regarding access to gender-inclusive restrooms changing rooms, and lactation spaces, and a process to monitor issues of access and adequacy.
- Increasing supplemental department chair pay (for the first time in over 13 years) from at least \$80 to \$160 monthly; with an increase from \$120 to \$240 monthly for chairs of departments with 18 or more FTE faculty.
- Extending the current contract for 2022-24 one year to June 30, 2025, which allows CFA members to come

together and plan for our next powerful bargaining campaign.