

CFA Report to CABE – September 18, 2023

Dr. Rosalinda Quintanar S.

Ethnic Studies Summit on September 22, 2023
at CSU Humboldt. Updates on the status of the
implementation of curriculum and Ethnic
Studies Credential.



CFA Monterey Bay members at their chapter Labor Day.

Along with our coalition partners, a rally was held on September 12 as CSU Trustees prepare to vote on a 6-percent tuition increase. This shocking and unconscionable proposal would add up to a 34 percent increase in tuition by 2028-29. You can sign up for the rally [here](#). To support our work getting a transformational contract, everyone should sign up for the [Contract Action Team](#).

Status of Bargaining between CSU Administrators and CFA

Workers are stronger together, so CFA members have been engaged in a [coalition with other CSU unions](#). The coalition includes Academic Professionals of California (APC), and the Union of American Physicians and Dentists (UAPD),

Teamsters Local 2010, CSU Employee Union (CSUEU), UAW Local 4123.

This coalition has called on CSU leadership to have integrity and support workers.

Call for Mediator

The CSU Administration and CFA are too far apart and unable to reach agreement on open matters. The union believes that impasse has been reached and requests that the Board appoint a mediator for the purpose of assisting us in reconciling the differences and resolving the controversy.

Example of Discrepancy

The union proposed a one-year salary program with a 12% General Salary Increase (GSI) for the current Academic Year. For the majority of faculty there is little to no movement in any given year outside of a negotiated GSI.

Thousands of faculty members are clumped at the bottom of the two lowest salary ranges, and there remains little access to mechanisms that would move them out of that lowest slot. The union proposes to lift the floor of the salary structure to make it consistent with similar professions (such as K-12 public educators and post-Doctoral employees in the University of California system). The employer rejected the union's proposals and countered (twice) with identical offers of a 4% GSI only, moving to a 5%.

Many faculty members have a lower salary than K-12 educators and post-Doctoral employees in the UC system.