

## **Fact Finder Report's Main Points**

(Quotations and citations from actual report, Emphasis by CFA)

- “While there was much discussion during fact finding as to how various figures should be viewed, **there was no dispute that no matter how the figures were viewed, the faculty at CSU were lagging, in the double digits behind their comparable institutions.** There was also no dispute that the faculty at CSU were falling in the rankings amongst its comparable institutions as evidenced at Displays 4 and 5 of the Commissions’ Report on Faculty Salaries (P.19)
- “...the fact finder must take into consideration the Commission’s [California Post-Secondary Education Commission] finding that there is a double digit parity discrepancy at the University. It is important to note that the Commission is not a creation of the Union, nor is it a function of the University, but rather has been established by the Legislature to focus on higher education and policy issues. Its findings represent the best evidence available on faculty salaries at California Public University’s which cannot be ignored by the fact finder.” (p. 20)
- The fact finder’s recommendation recognizes “it was unlikely that this round of negotiations was going to eliminate the gap,” and that “the challenge was to shape a recommendation that would make progress toward closing the gap while recognizing that there was not an infinite amount of money available” (p.19-20)
- **The faculty should be given a 24.87% raise over four years plus the 10% in SSI pay (service step increases), which “are not an additional cost to the University.” (p.22)**
- SSI’s are “dependant on satisfactory performance” “not additional year of service”...”**Given the University’s stated interest in pay for performance its resistance to fund SSI’s is puzzling.”** (p.22)
- In 2006/2007, the faculty should receive a 4% raise (3% retroactive raise to 7/1/06 and an additional 1% retro active raise to 1/1/07). In addition, the faculty who are eligible for service step increases should receive the 2.65% they are entitled to.

- In 2007/2008, the faculty should receive a 5.53% raise (4.53% effective 7/1/07 and 1% effective 1/1/08) plus the .5% equity and .5% PPI [insert definition]
- In 2008/2009, the faculty should receive a 5.84% raise (4.84% effective 7/1/08 and 1% effective 1/1/09) plus the .5% equity [insert definition] and .5% PPI [insert definition]
- In 2009/2010, the faculty should receive a 6.5% raise (5.50% effective 7/1/09 and 1% effective 1/1/2010) plus the .5% equity [insert definition] and .5% PPI [insert definition]
- “The Union has put forward a compelling argument that the Service Salary Increases are not an additional cost to the University and in fact, there may be savings to the University due to the fluctuation within the bargaining unit as faculty retire or resign resulting in lower overall cost of the salary schedule.” (p.22)
- “The University has put forward an equally compelling argument that the savings realized by the University due to the fluctuations should not automatically be provided to the bargaining unit members” (p.22)
- “...the University confirmed for the Panel that it was not contending that it did not have the ‘ability to pay’” (p.22)

**See the fact finders report and related documents at**  
<http://www.calfac.org/factfinding.html>