



	<i>What We Want:</i> CFA's Bargaining Proposals	<i>What They Want:</i> Administration's Bargaining Proposals
Salary	<ul style="list-style-type: none"> ▪ Close the CPEC Gap • Funded and guaranteed Service Step Increases • Additional Steps for those at the top of range and level • Deal with compression and inversion problems 	<ul style="list-style-type: none"> ▪ Small General Salary Increases over the next three years that will not close the salary gap ▪ Proposed salary increases dependent on student fee hikes • No funding for Service Step Increases unless taken from GSIs
Discretionary Pay	<ul style="list-style-type: none"> • We already have a merit system, it is called retention, tenure and promotion 	<ul style="list-style-type: none"> • Each year about 30% of faculty eligible for presidential pay plan • Very limited opportunity to appeal award decision
Take Backs	<ul style="list-style-type: none"> • FERP: Status quo five-years; it saves the CSU money and retains excellent faculty as they transition to full retirement • LECTURERS: Strengthen lecturers rights for re-appointment • SUMMER YRO: Full pay for teaching YRO • PRIVACY: No invasion of privacy of personal financial information • FACULTY RIGHTS: Retain our rights under law and in our contract 	<ul style="list-style-type: none"> • FERP: Reduce FERP program to two years • LECTURERS: Gut Contractual Job Security; Restrict 3-year contract rights • SUMMER YRO: Pay proposal is in flux; Restrict Preference-for-Work provisions • PRIVACY: Require annual disclosure of confidential financial information • FACULTY RIGHTS: Restrict faculty rights to take job actions
Faculty Rights	<ul style="list-style-type: none"> • No more "Justice Denied." The administration has been essentially unresponsive to our concern about grievance backlog. 	<ul style="list-style-type: none"> • Want to limit our ability to grieve issues
Workload	<ul style="list-style-type: none"> • Reduction in WTUs • Reduction in class size • Increase in tenure-track hiring 	<ul style="list-style-type: none"> • Concedes overwork but is not responsive to change • No reduction in WTUs • No reduction in class size • No increase in tenure-track positions