

## **Resolution in support of the contract demands of the California Faculty Association, the union representing educators in the California State University system**

Whereas the California State University system is a vital part of the system of higher education in the state of California and

Whereas the CSU system admits students directly from the state's K-12 system, many of whom are the students that we teach, and transfer students from the community colleges and

Whereas many of the public servants who serve the state of California have directly benefited from the services of the educators in the CSU system and

Whereas more than 50% of the CSU faculty make less than \$38,000 per year, average faculty pay is \$44,000, average lecturer pay is \$27,000, average CSU President's pay is \$304,650 and CSU Chancellor White's pay is \$422,300 and

Whereas a CSU 2015 faculty survey found that 34% have student debt, 60% cannot afford housing in their campus community, 72% take on additional work and 79% would not recommend their jobs to students or colleagues and

Whereas between 2004 and 2014 the number of students has increased by 20%, the number of managers went up 19%, the number of tenure track faculty fell 3% and the number of lecturers increased 46% and

Whereas the poor compensation, increase in work load and resulting decrease in morale amongst the faculty make it difficult to recruit and retain quality educators and

Whereas the union is demanding a 5% general salary increase and a 2.65% service salary increase (equivalent to a step increase) for eligible faculty and

Whereas the CSU faculty has voted by 94.4% to authorize a strike in the event that the administration does not meet their demands

Therefore be it resolved that United Educators support the educators of the CSU system and will assist them in their efforts to achieve a satisfactory contract agreement and

Be It Further Resolved that UESF delegates to the SF Labor Council, the CTA State Council, and the CFT convention shall carry this resolution to those bodies or support a similar resolution proposed by others.

*Approved by the Executive Board of the United Educators of San Francisco (UESF) on December 2, 2015.*