

THERE ARE MANY REASONS TO BE MAD—ENOUGH IS ENOUGH!

Here are just some of the things happening to our California State University system...

Take Backs. The Chancellor has brought nothing to the bargaining table but “take backs.” His proposals attack faculty working conditions and undermine our efforts to provide a quality education for CSU students. *Enough is Enough!*

Unpaid Salary. Chancellor Reed refused to pay negotiated salary increases for 2008/09 and 2009/10, even after two neutral Fact Finders disagreed with his claim that he couldn't afford to pay any of the raises. *Enough is Enough!*

“Nothing Now & Less Later.” Chancellor Reed's Salary proposal is best described as “nothing now and less later.” He wants the ability to demand pay and benefits cuts in 2012/13 & 2013/14. *Enough is Enough!*

Faculty Teaching More. Despite an 18% increase in students since 1998, the number of tenure-line instructional faculty positions has stagnated over the same time period with 0% growth. To return to the Student/Faculty ratio of 2007, more than 1,000 faculty positions need to be added. *Enough is Enough!*

Skyrocketing Student Fees. Students will pay 29% more this Fall than in Fall 2010. Altogether, the Trustees have raised undergrad student fees 263% since Chancellor Reed arrived in 1998. *Enough is Enough!*

Executive Pay Raises. CSU Trustees gave the two newest campus presidents starting salaries that are far greater than the outgoing presidents; President Hirshman at SDSU got a raise of \$100,000 over his predecessor who served the CSU nearly 20 years & Cal Poly President Armstrong was hired at \$52,000 more. While defending raises for executives, Chancellor Reed complains that pension benefits for presidents are capped at \$245,000 per year. *Enough is Enough!*

Restructuring. Chancellor Reed and his top execs are on a mission to “restructure” the university in ways that will profoundly affect Californians'

educational opportunities and experiences for generations to come, for example by favoring online over on-campus classes and pushing self-support over state-support programs to generate more revenue from students. *Enough is Enough!*

Less Job Security & A Destabilized Work Force. The Chancellor wants to eliminate long-term Lecturers' rights to three-year appointments and weaken other appointment rights. *Enough is Enough!*

Presidential Power Grab. Many of management's bargaining proposals would dramatically shift the balance of power between the faculty and administration, giving campus presidents new & greater authority over faculty evaluation, appointment, and discipline. *Enough is Enough!*

Million Dollar Labor Consultants. The Chancellor has spent \$6,586,700 on labor consultants since 2006 to bargain for him, even though the CSU has its own well-staffed and highly-paid labor relations division. The consultants got a 5% raise in December to \$4209 a day for 154 days this year. *Enough is Enough!*

Anti-Transparency Bill. CSU Trustees sponsored legislation to eliminate a legal requirement that CSU campuses have financial statements audited by third-party certified public accountants. The Chancellor ultimately convinced the governor that they could save money by not performing the audits and under the new law, only a system-wide audit will be performed. *Enough is Enough!*

Equity for Management, Not for Faculty. The Chancellor paid his managers equity increases while refusing to honor the faculty equity program; now he wants to eliminate guaranteed equity raises for faculty entirely and stop the Post-Promotion Increase program too. *Enough is Enough!*

WE DON'T WANT TO
STRIKE
BUT
WE WILL



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