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!*

Learn more @ [www.calfac.org/bargaining](http://www.calfac.org/bargaining)

➡️ Why are YOU mad? Share at facebook.com/CaliforniaFacultyAssociation