



WHY TAKE A STAND? The Chancellor's offer is nothing but zeroes! Twice Chancellor Reed insisted faculty will not see a penny of the salary increases he negotiated for 2008/09 and 2009/10. Two different neutral fact finders recommended faculty receive some of the increases but Reed doesn't care. Now, while the faculty union (CFA) tries to negotiate a new contract, the Chancellor insists on nothing but take backs. Since Reed took over the CSU, pay for the top 1% went up 70% while average pay for faculty and staff hasn't even kept up with inflation. While he tries to live like a Wall Street executive, we lose jobs, benefits, and classes. **Faculty working conditions are student learning conditions.**

CSU FACULTY FIGHT FOR STUDENT INTERESTS EVERY DAY. There is much more at stake than just the faculty contract. That's why Reed wants to weaken the unions and ignore student concerns. The people in charge of the CSU (the Chancellor and Board of Trustees) are on a path that hurts students, faculty, staff, and the future of public higher education in California. Students can't get classes when they need them, which delays graduation, and fees are skyrocketing with no end in sight. CFA has always fought AGAINST fee increases and will continue to fight against them. The Chancellor wants us to pretend we don't notice that class sizes are bigger and fewer sections are offered. But we believe a public university should be affordable and accessible for all. We won't stand by while he imposes his Wall Street vision for the CSU. **Faculty, staff & students ALL want the same thing— high-quality education for students.**

THE CHANCELLOR WILL SAY THIS ACTION HURTS STUDENTS. Nothing could be further from the truth. Students, faculty & staff are in the same boat. Year after year, the Chancellor throws away money on executive pay, perks and pet projects, while students, staff & faculty struggle. The real issue is how the 1% in the CSU chooses to spend the money they do have—and Reed has as much money now as he had in 2007. We will continue to fight for lower student fees, more student services, higher quality—and we will continue to speak out when Reed's priorities & bargaining demands make it impossible for the CSU to offer a quality education for all students. Faculty job actions, including strikes, will not prevent any students from graduating—but slashing courses, increasing class sizes, refusing to pay faculty adequately, hiking fees, and laying off teachers does.

A fair contract for faculty does not require fee hikes for students, but it DOES require the Chancellor to adjust his priorities.



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