CFA and CSU administration have reached a tentative agreement after 10 months of bargaining. The CFA Board of Directors has unanimously voted to recommend that CFA members vote “Yes” in favor of ratification.

The tentative agreement contains salary increases for all faculty and a system-wide Equity program, as well as numerous improvements to workload and no “takeaways” or increases to benefit contributions.

Voting will be held online November 1-9. Together, we are improving faculty working conditions to ensure quality student learning conditions.

We are CFA. We are the CSU. We are strong.

For more information about the 2014 Contract Ratification:
www.calfac.org/2014-contract-ratification

What does this contract include?

**Salary:** For the first year, the contract sets in place...

- Salary Recovery Adjustments for faculty who are below the Service Salary Increase (SSI) maximum; this 3% increase affects all tenure-track faculty (all probationary and tenured faculty) under the SSI max, temporary faculty with 3-year appointments and coaches with six or more years service in the same classification.
- A CSU-wide equity program to begin to address inversion and compression caused by hiring issues and lack of raises during the recession. It is based on a formula that considers both salary and hire dates.
- Lecturer Salary Corrections to fix misclassification of lecturers who have languished in extremely low-paid salary ranges. Eliminates the lowest pay category for lecturers.
- A 1.6% General Salary Increase (GSI) for all faculty members.
  *Reopeners on salary in years two and three of the contract.

**Workload:** Guaranteed course reassignment time for all new tenure-track faculty on all campuses to help with research and scholarly activity during their first two years. An additional pool of $1.3 million per year to help faculty who have either exceptional service commitments or excessive student contact.

**Other Improvements:** Expanded protections for intellectual property, protections for those teaching online courses, improvements to parental leave and sabbaticals, and salary adjustments and sick leave for those teaching in Extended Education.

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**Faculty working conditions are**

**Student learning conditions**

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Vote Now. Vote Yes!

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### Why we’re voting YES!

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<th>Begins to mend salary structure</th>
<th>No “takeaways”</th>
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<tr>
<td>Susan Gubernat</td>
<td>Cathy Jeppson</td>
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<tr>
<td>Professor, English</td>
<td>Lecturer (full time), Business</td>
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<td>CSU East Bay</td>
<td>CSU Northridge</td>
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“I’m voting YES because this contract begins the process of correcting salary inequity across the system, and because we’ll have another chance next year, and the following year, to keep the pressure on. There have been years of losses for faculty, and we’ll need all the time it takes to ensure fairness for all.”

“I’m voting YES because are no takebacks in this contract. My contribution for the pension did not go up, unlike other unions in California, and my health benefits contribution did not go up. I don’t want to get a five percent raise to give back four. I am thrilled because this contract is good for all faculty—lecturers, tenured and tenure track.”

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<th>Recognition of cultural taxation</th>
<th>A step in the right direction</th>
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<tr>
<td>Rosalinda Quintanar</td>
<td>Catherine Powell</td>
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<td>Professor, Elementary Education</td>
<td>Librarian</td>
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<td>San Jose State</td>
<td>San Francisco State</td>
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“This contract recognizes the issue of cultural taxation, which refers to faculty members who do more than their share of recruiting and mentoring underrepresented students because of their shared cultural, linguistic and class background... We need to recognize and support faculty members who are putting extraordinary effort to help students succeed so that we can continue to benefit from the contributions that our students bring to the university. Vote YES to ratify the contract!”

“I am voting YES to ratify our tentative contract agreement. While there is still work to be done on faculty pay, this contract will provide me, a librarian well below the SSI max, a decent salary increase and is a step in the right direction towards helping faculty live and work in the most expensive city in the country.”

### Vote: November 1-9

www.calfac.org

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For FAQs, visit: www.calfac.org/pod/faq-cfacsu-tentative-agreement

For a salary worksheet, visit: www.calfac.org/pod/salary-estimator

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“Why we’re voting YES!”

“Reclassifies Lecturers and provides workload relief for new faculty”

John Donovan

Lecturer, History

Cal State LA

“In the past, I have listened to heart-breaking stories from Lecturers who were hired at Level L. The elimination of Level L goes a way to resolving some of the injustices faced by contingent faculty over the years. I am also happy that the Faculty Early Retirement Program (FERP) has been preserved, and that there will be workload relief for new tenure-track faculty.”