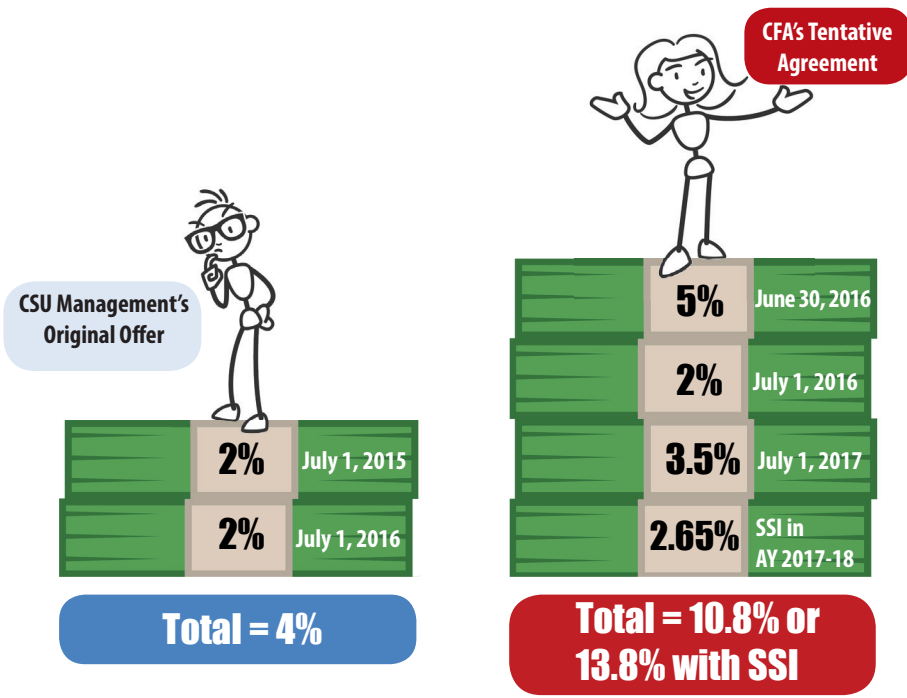
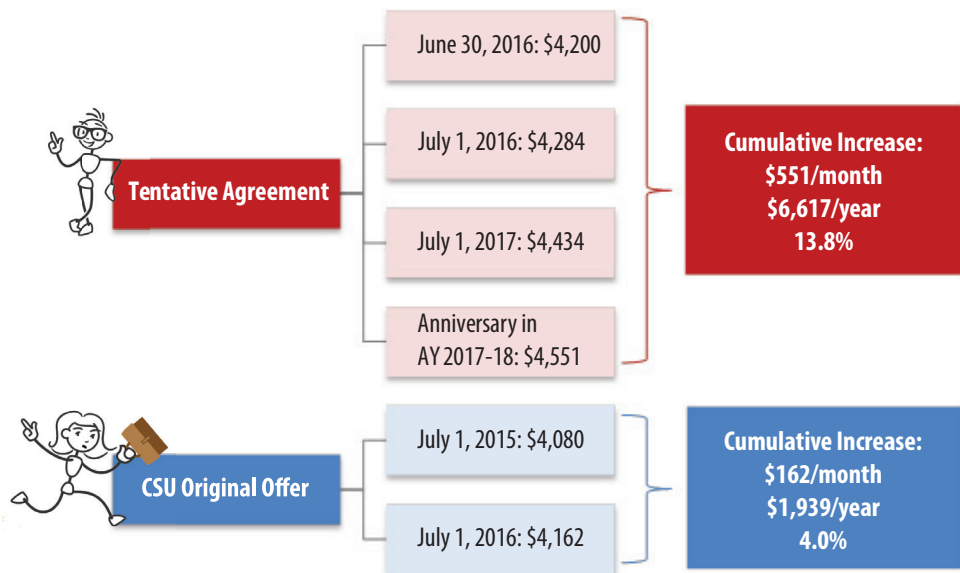


They said, We said:

A side-by-side comparison of salary



Example: Salary changes for an SSI-eligible Faculty Member earning \$4,000/month



Cost of faculty salary increases

CSU Original Offer		Tentative Agreement	
Raise	Cost to the CSU	Raise	Cost to the CSU
2% on July 1, 2015	\$33 million	5% on June 30, 2016	\$87 million
2% on July 1, 2016	\$35 million	2% on July 1, 2016	\$36 million
		3.5% on July 1, 2017	\$65 million
		2.65% SSI in AY 2017-18	\$19 million
Total	\$68 million	Total	\$207 million

3x the CSU's original proposal!

By the Numbers...

For example, consider the increases in store for a Lecturer faculty who is SSI eligible and earns \$3,000/month.

Under the Tentative Agreement, this Lecturer's salary will be \$3,325 by July 1, 2017, and then \$3,414 on their anniversary date that year (assuming they are eligible for the full SSI).

This represents an increase of \$414/month, or almost \$5,000 annually. As a percentage, the increase is 13.8%.

Under CSU management's original two-year offer, this same Lecturer would have realized an increase of just 4%, which is equivalent to \$121/month or \$1,454 per year.

That's almost 3.5 times less than the amount this Lecturer will realize under the Tentative Agreement.

Additional gains...

- The minimum increase upon promotion will be increased from 7.5% to 9% for tenure-line faculty. This will include faculty who went for promotion in 2015-16.
- Establishment of a joint workgroup to fix Range Elevation problems for Lecturer Faculty with binding arbitration by Fall 2017.
- A change in the bargaining calendar so that CSU management negotiates first, establishes a budget, and lobbies for state funding last.

To calculate your new salary under the Tentative Agreement, go to: www.calfac.org/salary-estimator