Resolution – San Francisco Labor Council  
September 15, 2014

Whereas, the California Faculty Association (CFA) has been negotiating with the California State University administration since December 2013 and the CFA contract expired June 30, 2014; and

Whereas the CFA and CSU management have yet to secure a new contract for the 24,000 faculty who teach California’s students at the 23 campuses of the public California State University system; and

Whereas faculty suffer from an unhealthy and unfair pay structure due to stagnant salaries (one meager raise since 2008); no chance to move up in a salary range; an “experience penalty” caused by managers who pay newer hires more than long term faculty; and

Whereas unfair hiring practices have led to the misclassification of faculty with experience, masters degrees and PhDs into job categories that pay much less than their qualifications should earn; and

Whereas managers have engaged in “speed ups” by cramming too many students into classes, leaving faculty with less time to work closely with students so that they can be successful; and

Whereas these unfair working conditions undermine our state university system when California needs the CSU to remain a leader in higher education; and

Whereas the California Faculty Association will hold a series of campus actions throughout the state 100 days out from their contract expiration;

Therefore Be it Resolved that the San Francisco Labor Council send a letter to the CSU and SFSU administrations in support of the California Faculty Association, urging them secure a fair contract that addresses stagnant wages, an unfair salary structure and unreasonable workload issues;

Be it Finally Resolved the San Francisco Labor Council call on its member unions to participate in the CFA San Francisco State campus rally and informational picket on October 7th from 12:00pm to 1:00pm at 19th and Holloway Avenues.

Submitted by Sheila Tully, CFA-SFSU to the SFLC Executive Committee on 9/15/14.