WHAT WE'RE FIGHTING FOR
CFA BARGAINING PROPOSALS

CFA salary proposals recoup inflation pay loss plus a modest raise, and throw a lifeline to the most vulnerable among us with an equity adjustment.

12% General Salary Increase (GSI) for AY '23-24.

Equity adjustments for lowest paid faculty (applied before GSI):
- $10K for Lecturer A (see graph)
- $5K for Lecturer B.

$72,083

+ 12% GSI

$17,723 increase (32%)

$54,360 floor ('22-'23)
Projected ('23-'24)

Management salary proposals expect faculty to swallow inflation pay loss, offering only 5% GSI, and rejected any increase to minimum pay.

CFA workload proposals align workload to professional norms, and compensate a handful of Lecturer Faculty for institutional service.

Course caps
- Follow Educational Programs & Resources policy to set course caps.

More counselors, fair workload, scheduling choice
- Follow International Accreditation of Counseling Services (IACS) recommended counselor-to-student ratio.
- Follow IACS recommendation to establish limits on percentage of direct service.
- Offer option of 10-month or 12-month schedules for counselors.

Assigned time for Lecturer Faculty service
- 500 weighted teaching units (WTUs) across the CSU for Lecturer Faculty service.

Management rejected CFA workload proposals.
CFA health & safety proposals seek to create inclusive, supportive campuses where all members of our community feel valued and safe.

- **Gender inclusive facilities**
  - Requires at least one single-occupant, gender-inclusive restroom per building and safe, gender-inclusive changing rooms in gyms and fitness centers.

- **Lactation rooms**
  - Requires adequate, accessible lactation rooms for employees.

- **Faculty safeguards in police interactions**
  - Limits CSU capability to dispatch police on faculty or interview faculty without a union representative.

**Management rejected CFA health & safety proposals.**

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CFA paid leave proposals support employee family well-being.

- **Paid parental leave**
  - One full semester (or two quarters) paid leave to care for a new child.

- **Crisis leave**
  - Five days of paid leave to care for immediate family member in health/natural disaster crisis.

**Management rejected CFA paid leave proposals.**

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CFA benefits proposals. Management re-opened negotiations on benefits to propose increase parking fees. CFA responded with the following.

- **Parking fees**
  - No changes. Direct parking revenues toward alternative transportation.

- **Waive fees for recreational facilities**

- **Life Insurance**
  - Raise life insurance from $50,000 to $500,000 and AD&D insurance from $50,000 to $500,000

- **Increase flex cash benefits for waiving health/dental insurance**

**Management benefits proposals would increase faculty parking fees by $2 per month in each of the next three years.**

See complete proposals and counterproposals at https://www.cfabargaining.org/proposals