

WHAT WE'RE FIGHTING FOR

CFA BARGAINING PROPOSALS

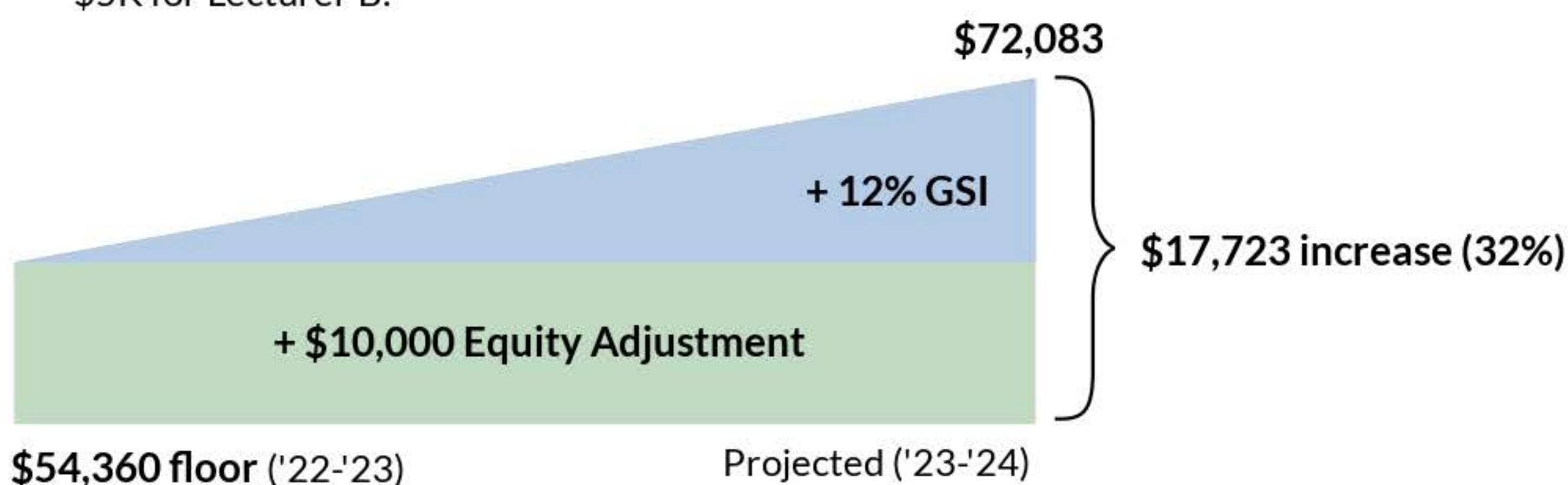
CFA salary proposals recoup inflation pay loss plus a modest raise, and throw a lifeline to the most vulnerable among us with an equity adjustment.

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.



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.

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.

Crises leave

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

Management rejected CFA paid leave proposals.

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>