

Strike-ready students

Why did many of my professors mention the possibility of a strike?

Our faculty union (the California Faculty Association, or CFA) includes all professors, counselors, librarians, and coaches **across all 23 campuses of the CSU**. Since 2020, The CSU Chancellor's compensation grew 66% to a total of \$983,000— almost five times the salary of the governor of California. CSU campus presidents earn up to \$533,000 per year plus perks and some CSU presidents recently received raises of as much as 29%. Meanwhile, faculty salaries have failed to keep up with inflation, and CSU Trustees are considering raising student tuition by 6% per year. We have been bargaining for a fair contract since the summer, hoping that CSU management would meet our bargaining proposals. CSU management has rejected most of our proposals, and it does not seem likely that we'll come to an agreement in negotiations. They've left us with no choice but to begin preparing for a strike. **There is a good chance we'll go on strike in November.**

Why does this matter to me?

Our working conditions are your learning conditions. For example:

- 59% of your professors, librarians, counselors and coaches have temporary contracts (lecturer faculty). They don't know from semester to semester whether they'll have work or health insurance, and they are paid much less than faculty with long-term & permanent contracts (tenured/tenure-track faculty). Imagine how much better they could support you if their guaranteed income was even slightly higher?
- Right now, CSU faculty are entitled to just 4 weeks of parental leave. Many universities provide an entire semester. Wouldn't you prefer to have the same instructor for the whole semester, rather than a professor who leaves part-way through and returns to the classroom 4 weeks after the arrival of a new child?
- We've also proposed **increasing the number of counselors** to meet nationally recommended student-to-counselor ratios. Students won't have to wait so long to get an appointment if we win a fair contract.

What will happen to classes if faculty strike?

If we go on strike, classes, including on-line classes, will be canceled, the library won't be staffed, and counselors won't be available. A strike is about withholding labor.

Will a strike impact my ability to graduate or receive grades?

We don't anticipate the strike impacting final grades, course completion, or graduation. Historically, the CFA has not gone on strike for long enough to interrupt student progress toward graduation.

What if a strike happens during finals?

It's possible that a strike could happen in November or December, and it's possible a strike could go on for weeks or months. In that event, even if grades are delayed until the strike ends, instructors could award grades based on the work students did prior to the strike. In the 1968-69 strike, instructors gave all their students As.

How can students help?

First, sign up for our mailing list for updates! Second, know that the CSU relies on your tuition and enrollment to keep running. **Students have power**; student solidarity can have a big impact on the bargaining process. Because you have power, management may try to drive a wedge between us during a strike. To prevent that, you can:

- Share this info with your friends and fellow students. Talk about why it's so important that faculty receive a fair contract.
- Tell your professors, librarians, counselors and coaches that you support us.
- If and when we do go on strike, join us on the picket line!

