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Subject: Resolution in Support of Improved Faculty Pay and Working Conditions

Legislation No.: 2023/24-11-65

Approved 11.01.2023

Co-Authors: Sidra Nawaz, Legislative Affairs Coordinator; Students for Quality Education (SQE) at Sac State

Whereas, Associated Students Inc. at California State University Sacramento (ASCSUS) is the sole representative voice of the more than 31,500 students at Sacramento State; and

Whereas, it is the duty and focus of ASCSUS to represent and support our students, and advocate for policies that would benefit the student body; and

Whereas, the California Faculty Association (CFA) is a union of 29,000 lecturers, professors, counselors, librarians, and coaches who teach and provide services to the California State University system's nearly 460,000 students; and

Whereas, CFA is bargaining for better pay and working conditions for all CSU faculty, particularly to lift up our most vulnerable faculty and address long-standing racial, gender, and social inequities by negotiating for community well-being, safety on campus, adequate mental health resources for students, adequate and humane paid parental leave, and wages that keep pace with the cost of living and set a livable minimum standard for our lowest paid facultyⁱ; and

Whereas, CFA is bargaining with CSU management on selected portions of their contract that address workload, leave of absence with pay, salary, and health and safety, such as gender-inclusive restrooms and lactation spaces (Articles 20, 23, 31, and 37);ⁱⁱ and

Whereas, CFA is requesting a general salary increase of 12% for all faculty unit employees;ⁱⁱⁱ and

Whereas, CFA is fighting against policies that serve to shift funding away from classrooms, labs, libraries, and counseling centers; and

Whereas, the CFA bargaining team met several times with CSU management over the summer on re-opener contract bargaining. In the 2022-24 Collective Bargaining Agreement, CFA agreed to open select articles, but CSU management was unwilling to meet CFA demands. CFA and

CSU management have been meeting with an independent arbitrator in the factfinding step of bargaining as campuses continue to hold solidarity actions and rallies;^{iv} and

Whereas, 95 percent of voting CFA members support authorizing a strike—if necessary—to address the systemic problems within the CSU^v; and

Whereas, Dr. Howard Bunsis, Professor of Accounting at Eastern Michigan University, conducted a study using CSU audited financial statements and found that the CSU system is in a strong financial condition due to its high level of unrestricted reserves—\$6,653,649,000 in 2022—and its annual operating cash flow surpluses—\$2,117,113,000 in 2022^{vi}; and

Whereas, in the same study by Dr. Bunsis, it was highlighted that the largest revenue source, state appropriation, has increased in recent years and is expected to increase solidly through 2025^{vii}; and

Whereas, the marginal cost of the CFA proposal over the CSU administration offer can be met by the significant annual operating cash surpluses that CSU has generated for many years. Therefore, the CFA proposal should not result in an increase in student tuition, faculty layoffs, or campus budget cuts; and

Whereas, CFA’s request for manageable workloads allows for more support and engagement with students; and

Whereas, CFA’s request to establish a minimum ratio of at least one counselor for every 1,000 to 1,500 students on each campus will increase student access to mental health counseling services, particularly with counselors that reflect the diversity of our student population and can relate to students’ struggles; and

Whereas, full-time, fairly compensated faculty are more likely to be available for student advising and mentorship because they have the time and capacity to invest in their students’ success; and therefore let it be

Resolved, ASCSUS recognizes the necessity of tenure-line faculty and lecturer faculty for the success of the students that we represent; and be it

Resolved, ASCSUS encourages the CSU Board of Trustees and CSU management to meet CFA contract demands to ensure our students receive the quality education they deserve; and be it

Resolved, ASCSUS encourages the ASI Board of Directors to show solidarity with professors, lecturers, counselors, coaches, and librarians during any potential CFA actions and escalations,

including but not limited to attending rallies, strikes, and engaging in supportive communications; and be it

Resolved, ASCSUS calls on the California State University, Sacramento Administration to provide the appropriate resources and transparency to students in the event that a strike occurs to ensure that students are informed and supported; and finally be it

Resolved, that this resolution be distributed to Sacramento State President, Luke J. Wood; Interim Vice President of Academic Affairs and Provost, Carlos Nevarez; Vice President for Administration and Chief Financial Officer, Jonathon Bowman; Vice President of Student Affairs, Aniesha Mitchell; Interim Vice President for Enrollment and Engagement, Jenni Murphy; Vice President for Inclusive Excellence, Mia Settles-Tidwell; Senior Associate Vice President, University Communications, Jeannie Wong; Senior Associate Vice President, Human Resources, Machel Martin; Senior Associate Vice President, Public Affairs and Advocacy, Rita Gallardo Good; Faculty Senate Chair, Adam Rechs; California State Student Association President, Dominic Quan Treseler; California State University Board of Trustees Chair, Wenda Fong; Vice Chancellor, Human Resources, Leora D. Freedman; California State University Chancellor, Mildred García; and all remaining 22 California State University ASI presidents.

ⁱ <https://www.calfac.org/wp-content/uploads/2023/08/CFA-Impasse-PERB-Filing-8.9.2023.pdf>

ⁱⁱ <https://www.cfabargaining.org/proposals>

ⁱⁱⁱ <https://www.cfabargaining.org/proposals>

^{iv} <https://www.calfac.org/factfinding-begins-as-campus-activism-increases/>

^v <https://www.calfac.org/95-of-voting-cfa-members-support-authorizing-a-strike/>

^{vi} https://www.instagram.com/p/Cyt4d9wvVhn/?img_index=1

^{vii} https://www.instagram.com/p/Cyt4d9wvVhn/?img_index=1