

SIDE-BY-SIDE BREAKDOWN OF CFA PROPOSALS VS MANAGEMENT TAKEBACKS

SALARY & BENEFITS



CFA PROPOSAL

- A minimum salary of \$79,500
- An annual Cost-of-Living Adjustment (COLA): a raise tied to the annual inflation rate + 2%
- 2.65% Service Salary Increases (SSIs) every year for those eligible
- 2.65% Post-Promotion Increases (PPI) in 2025-26 and 2027-28 for those eligible
- System-wide equity program expanded from \$2 million to \$10 million

CSU MANAGEMENT

A one-time 3% (taxable) lump sum for 2025-26

A 3% GSI for 2026-27

Salary and Benefit reopener for 2027-28

A "workgroup" to review faculty health care benefits with a clear intent to shift the cost of healthcare onto faculty in 2028.

ACADEMIC FREEDOM



A new stand-alone article strengthening Academic Freedom protections in these difficult political times, including:

- Protections for instruction, research, and scholarly work
- Further protections for Counseling, Librarian, and Coaching Faculty

Language from a 1971 policy that is more rules than rights

ARTIFICIAL INTELLIGENCE (AI)



A new stand-alone article that affords faculty protections and opportunities regarding this new technology. This includes:

- Protections for using or refusing to use the technology
- Professional development resources to adapt pedagogy to incorporate the technology
- Further protections for faculty intellectual property

Management wants an MOU that expires where they refuse to agree that Counselor, Librarian, and Coach work not be replaced by AI

WORKLOAD



- Courses need predictable caps on enrollment, to stop over-enrollment creep
- Tenure-track faculty would not teach more than 3 courses per semester
- Counselor direct service should not exceed more than 65% of their workload
- Counselors & librarians must have more flexibility in their work schedules
- Faculty on "temporary" contracts should be compensated for service work

REJECTED every proposal to address faculty workload

APPOINTMENT



- Quicker timelines to new long-term appointments to provide more job security for Lecturer faculty
- Counseling hiring recommendations must come from counselor faculty
- Appropriate notification periods for offers of work

REJECTED every proposal to improve job protections for faculty