

## **Public Notice for the California Faculty Association (CFA) Contract Proposals For a Successor Collective Bargaining Agreement**

CFA's Board of Directors has adopted a set of initial bargaining proposals for a successor Unit 3 contract for presentation to the California State University (CSU) Board of Trustees at its January 2020 board meeting.

In preparing our proposals we consulted widely with our members. We conducted an extensive survey and collected input at open meetings with members at all twenty-three of the CSU campuses. Faculty are concerned about the state of public higher education, about fair access for the students of California, and about equity and racial and social justice issues within the CSU.

We propose a successor agreement that improves compensation, and ensures fairness and equity. Further, CFA seeks to bargain over terms that provide dignity to the educational professions of faculty in the CSU. In successor negotiations, CFA intends to bargain with CSU management to:

Improve salaries at all ranks and in all ranges.

Ameliorate salary equity problems such as compression, inversion, outdated starting salaries, and the salary structure itself.

Address salary inequities correlated with race, gender, and other identities.

Provide stability in appointments and assignments for temporary and permanent employees.

Define workload for all faculty based on pedagogically appropriate class sizes, professionally recognized counselor to student ratios, contemporary librarian responsibilities, and coaching duties (both on and off the field).

Increase provisions and improvements for faculty and students of color, women, people with disabilities, and LGBTQI+ individuals, in accordance with CFA's anti-racism and social justice mission.

Fully recognize (in compensation and assignments) faculty who serve the needs of California's diverse and deserving student population.

Enhance support for academic freedom, the indispensable requisite for unfettered teaching and research in institutions of higher education.

Ensure that the CSU is sufficiently resourced to provide a quality public higher education that is affordable for California's families.

Develop and implement evaluation processes that are fair, appropriate, and that acknowledge and address biases and overreliance on student opinions.

Improve paid leaves, including but not limited to sabbaticals and family leave.

Improve parental and family support for all faculty.

Provide for campus safety, particularly for marginalized faculty, students, and staff, and for increased environmental health and safety.

Revise the grievance and discipline appeals processes to provide for more efficiency and execution of due process.

Revise the Maritime Academy Cruise Memorandum of Understanding (MOU) to increase pay and benefits of cruise faculty to levels commensurate with the nature of the cruise assignment, the level of faculty responsibility for students aboard ship and in ports of call, and the level of responsibility for the safety of the ship and the crew.

Revise the Maritime Academy Cruise MOU to address the Golden Bear's health, safety, and environmental conditions to acceptable, contemporary levels.

CFA's mission is to strengthen the cause of higher education for the public good; to promote and maintain the standards and ideals of the profession; to provide a democratic voice for employees in higher education; to provide legislative advocacy; and to maintain collective bargaining agreements covering salaries, working conditions, and other items and conditions of employment. In this, CFA continues to advocate for explicit guarantees of academic freedom, tenure, and academic due process; orderly and clear procedures for prompt consideration of problems and grievances; to promote and protect the professional and economic interests of CFA and all bargaining unit members; to promote unity among employees and thereby enhance the effectiveness of the CFA in representing these employees; and to promote racial and social justice and thereby challenge systems of racial oppression and social inequity.