



Dear Colleagues,

Congratulations! With your efforts, we have won a Tentative Agreement with CSU management. Strikes for the rest of the week have been called off, and faculty will return to work tomorrow (Tuesday, January 23). Due to the quick turnaround, we suggest faculty use the modality that will facilitate best access for their students for the rest of the week.

We've been fighting for a fair wage that keeps up with inflation, for manageable workloads, and to address long-standing racial, gender, economic, and social inequities. This Tentative Agreement moves us closer to a CSU for everyone!

Thank you to our CFA members who withheld their labor via strikes in December and again today in the face of financial stress and aggressive intimidation tactics from CSU management.

"This historic agreement was won because of members' solidarity, collective action, bravery, and love for each other and our students," said Antonio Gallo, Associate Vice President of Lecturers, South. "This is what People Power looks like. This deal immensely improves working conditions for faculty and strengthens learning conditions for students."

Highlights of the Tentative Agreement:

- 5-percent General Salary Increase for all faculty retroactive to July 1, 2023.
- 5-percent General Salary Increase for all faculty on July 1 in 2024 (contingent on the state not reducing base funding to the CSU).
- Raising the salary floor for our lowest-paid faculty in salary Ranges A and B: \$3,000 increase in the minimum pay for Ranges A and B retroactive to July 1, 2023; additional \$3,000 increase in the minimum pay for Range A on July 1, 2024.
- Salary Step Increase (SSI) of 2.65% for 2024-25.
- Increasing paid parental leave from six to 10 weeks.
- Increasing protection for faculty who have dealings with police by providing for a union rep in those interactions.
- Improving access to gender-inclusive restrooms and lactation spaces, and a pathway to monitor issues of access.
- Providing support for lecturer engagement in service work.
- Extending the current contract for 2022-24 one year to June 30, 2025.

We'll share the official Tentative Agreement as soon as the language is hammered out. CFA members will vote on whether to accept the Tentative Agreement in the coming weeks – we'll share details about the vote dates and times soon.

Thank you to the sibling union members, students, parents, alumni, elected leaders, and other public education allies who joined with CFA members in our struggle for a more fair and just CSU.

In solidarity,
CFA Board of Directors

