

Dear CSU Faculty,

I write to provide you with updates on where we are with negotiations and some decisions we have made regarding our negotiations with the California Faculty Association, which will be shared publicly later today through a press release.

We are very disappointed that despite our best efforts, there has been no meaningful movement from CFA over the course of more than seven months of negotiations, and no indication that they are open to reasonable negotiations. The CFA's only salary proposal was not financially sustainable to the CSU and would result in painful cuts on our campuses – including layoffs – that would jeopardize the CSU's educational mission.

Given these circumstances, we have taken action to provide all bargaining unit employees represented by CFA (faculty, coaches, counselors, and librarians) with well-deserved raises in the form of a general salary increase of 5%, effective January 31, 2024, along with other terms including increasing department chairperson pay and allowing for modest increases to parking fees. We are now in a position to take this action ("impose" terms) because the impasse proceedings have concluded, and the parties are no longer in bargaining.

While the current negotiations took place in the context of a limited "reopener," we will begin full contract bargaining with CFA in the near future. We are hopeful we can come to an agreement for a successor contract.

We are deeply grateful for everything you do for the CSU and the students we are privileged to serve.

Sincerely,
Leora D. Freedman
Vice Chancellor for Human Resources