



Dear Colleagues,

We hope you have taken time over winter break to rest up, be safe, healthy, and enjoy your time with family, friends, and loved ones. This year, spring term will begin with CFA members at California State University campuses going on [strike January 22-26](#).

“All the empty classrooms during strike week showed CSU management that they better pay attention and give us the contract we deserve because we are about to shut down the entire system!” said Meghan O’ Donnell, CFA Associate Vice President of Lecturers, North, and CSU Monterey Bay lecturer.

[Go here](#) to register to join the strike lines and win our transformative contract demands.

Teamsters Local 2010 members – who are also bargaining with CSU management – announced they will also be striking that week. We continue our solidarity for a better, more just CSU.

Striking CFA members will be joined by students, staff, and other supporters who are working to reverse CSU management's disinvestment in students and the people who are directly responsible for student learning and success.

Whether we go on strike depends on the outcome of our January 8, 9, 11, and 12 negotiations with CSU management. The CFA Bargaining Team will be back at the table bargaining over our reopener proposals for pay equity and better working conditions with management. CSU administration and trustees can avoid a systemwide, weeklong strike by presenting serious, fair, and reasonable proposals to address long-standing inequities.

CSU management continues to reject our calls for:

- 12-percent pay raises that keep ahead of inflation.
- Pay equity and raising the floor for our lowest-paid faculty.
- Manageable workloads that allow for more support and engagement with students.
- More counselors to improve students' much-needed access to mental health services.
- Expanding paid parental leave to a full semester.
- Accessible lactation and milk storage spaces for lactating faculty.
- Safe gender-inclusive restrooms and changing rooms.
- Safety provisions for faculty interacting with university police on our campuses.

At the close of the fall term, CSU administrators asked faculty to self-report absences during our [week of rolling strikes](#) in December. In our [cease and desist](#) demand to management, we argue that their request for faculty to self-report is inappropriate and illegal.

We encourage faculty to see the message for what it is: a misleading intimidation tactic geared toward suppressing our [strike escalation activities in the coming term](#). At a time when faculty pay has fallen well behind inflation ([while administrators have enjoyed generous raises](#)), management is inappropriately attempting to discourage faculty from participating in their right to engage in legally sanctioned job actions.

CFA members are generally not responsible for an hourly or even a daily accounting of our whereabouts. Our flexible schedule, despite often being overworked, is one of the few advantages to our work as systemically underpaid professionals.

Instead of coming to the table with respectful counter proposals, management engages in these specious and illegal tactics. This is why we need you on the picket line to tell management that if they want labor peace, they need to bring something serious to the bargaining table.

For details on CFA members' and CSU management's reopener bargaining proposals, visit www.CFAbargaining.org. For more information on the CSU's financial position and bargaining history, visit www.calfac.org/strike.

In solidarity,
CFA Bargaining Team