

Factfinding report goes public in dispute between California Faculty Association and California State University management

Report validates union's proposal of 5% pay raise and Service Step Increases; CSU Faculty now have legal right to strike; Strike set for April 13-15 and 18-19

On Monday March 28, 2016, Factfinder Bonnie Castrey's report on the stalled negotiations over California State University faculty pay in the second year of their contract became public.

The major recommendations in the Factfinder's report are:

1. **Increase faculty compensation** with a General Salary Increase of 5%.
2. **Provide Service Step Increases** to the approximately 43% of faculty eligible.
3. **Continue to study the faculty salary issue.** Develop a list, agreeable to both sides, of comparable universities that award bachelor's and master's degrees and do a comparison using available AAUP data and including a cost-of-living comparison.
4. **Develop a joint strategy** and documentation to go to the California Legislature and the Governor to seek the needed state funding for the CSU budget.

The public release of the non-binding factfinding report marks the end of the statutory bargaining process under state labor law. Now, CSU faculty have the legal right to strike. A strike is scheduled at all 23 CSU campuses on April 13-15 and April 18-19, if no settlement is reached.

To implement these recommendations, the report says, "monies should be reallocated from other projects" and implemented in a way that is manageable for the CSU system.

Factfinder Castrey writes:
"A substantial GSI as well as SSIs [for the faculty]...is in the interest of students, who need caring faculty and certainly in the public interest as our country needs a well-educated population."

CFA President Jennifer Eagan:
"The factfinder's report unambiguously supports the union's bargaining proposal of a 5% pay raise for all CSU faculty and an SSI. A neutral, outside voice has confirmed that these raises are affordable, reasonable, justified, and necessary."

FAIR FACULTY PAY WON THE DAY

In the course of the factfinding process, CFA demonstrated that:

- Faculty have been hurt by the CSU management's failure to fund faculty salaries despite improving economic conditions since the recession.
- Faculty need these raises even to partially dig out from the financial hole and professional setbacks that CSU administrators have caused.
- The CSU management can well afford the raises that CFA has proposed.
- The public interest is well served when faculty can afford to remain in their professions, and faculty labor is the single most important factor in student learning and success.

BACKGROUND: Bonnie Castrey, who is an arbitrator, mediator, and factfinder based in Southern California, chaired the factfinding panel. In addition to Castrey, the panelists were Dr. Kevin Wehr, Chair of CFA's Bargaining Team and a Professor at Sacramento State University, representing CFA, and Brad Wells, Associate Vice Chancellor Business and Finance, representing CSU management. CFA concurred with the report, while CSU management dissented.

See the full report at <http://www.calfac.org/item/factfinding-report-goes-public>

ABOUT THE CALIFORNIA FACULTY ASSOCIATION: CFA represents some 26,000 tenured and tenure-track instructional faculty, lecturers who teach on temporary contracts, librarians, counselors, and coaches on the 23 campuses of the California State University system, from Humboldt State in the north to San Diego State in the south.

Learn more about CFA at www.calfac.org