

Public and Written Notice for the California Faculty Association (CFA) to Commence Negotiations for a Successor Collective Bargaining Agreement to Take Effect on July 1, 2025

CFA’s Board of Directors has adopted a set of initial (“sunshine”) bargaining proposals for a successor Unit 3 contract for presentation to the California State University (CSU) Board of Trustees at its November 2024 board meeting.

We expect the CSU’s labor relations professionals to make themselves available to meet with CFA’s bargaining team early in 2025.

In preparing this notice, we consulted widely with our members and are continuing to do so throughout the fall to collect input from faculty at all twenty-three of the CSU campuses. Faculty are concerned about respect and dignity in their professions, the state of academic freedom, fair access for the students of California, and equity and racial and social justice within the CSU.

We seek a successor agreement that improves compensation and builds on the gains we achieved in reopener bargaining this year. In successor negotiations, CFA intends to bargain with CSU management to:

Improve salaries at all ranks and in all ranges and ameliorate salary equity problems such as compression, inversion, outdated starting salaries, and the salary structure itself.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, focusing on greater job stability for erroneously deemed “temporary” faculty.

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).

Enhance support for academic freedom, in and out of the classroom, as it is the indispensable requisite for unfettered teaching and research in institutions of higher education.

Ensure faculty rights and protect the integrity of work and knowledge that may be impacted by developments in artificial intelligence.

Increase provisions and improvements for faculty and students of color, women, people with disabilities, and LGBTQIA+ 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.

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

Improve paid leaves including family leave.

Provide greater rights for campus 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.

In bargaining over these rights, CFA expects to bargain over every single article in the contract.