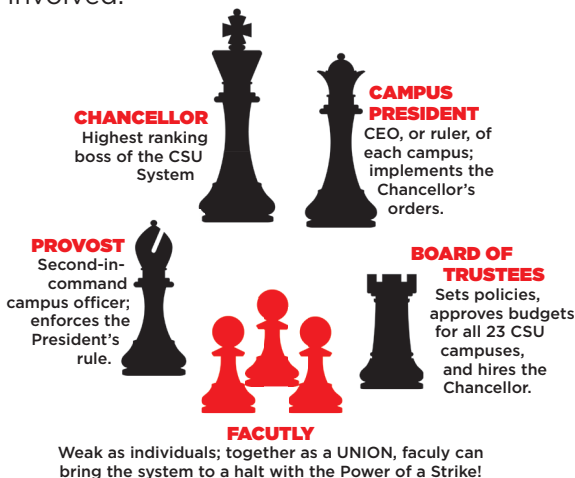


# WELCOME BACK TO SFSU!

Faculty have been fighting for a fair labor contract with CSU Management. After management imposed an unfair contract that didn't keep up with the high cost of housing, food, fuel, and childcare, faculty began a week-long strike from Jan. 22-26. But after only one day, union leaders called off the strike, having come to a compromise that faculty are divided on.

Building on last semester's actions by students and faculty to demand a contract with fair wages, improved learning conditions, and social justice demands, the union will continue to **EDUCATE, AGITATE AND ORGANIZE** for fair working conditions. As we fight for our rights as workers, we also fight against student fee increases and cuts to course offerings.

This **STRIKE SYLLABUS** maps what is happening and how you can get involved.



## WHAT WE NEED:

- ▶ A 12% across-the-board raise to keep pace with inflation
- ▶ Raise the minimum wage of lowest paid faculty (\$10,000 for Lecturer A, \$5,000 for Lecturer B)
- ▶ Gender inclusive bathrooms and safe lactation spaces
- ▶ Between 1-to-1,000 to 1-to-1,500 counselor-to-student ratio
- ▶ Increased family leave from 30 days to 1 semester
- ▶ Safeguards for Black and Brown faculty in campus police interactions

JUNE 2023

JULY

AUGUST

### OPEN BARGAINING

between faculty and management begins with union democracy; for the first time everyday union members are in the room bargaining for a fair contract.

CSU Board of Trustees shower Campus Presidents with lavish raises of up to 29%.

CSU bosses refuse to offer more than a 5% raise and reject our proposal to raise minimum pay for our lowest paid faculty.

CFA declares an **IMPASSE** in response to lack of meaningful movement on the contract from bosses.

### MEDIATION begins.

SFSU **PROVOST** Amy Sueyoshi imposes plan to layoff over 300 lecturer faculty and cancel over 600 class sections. CFA-SFSU accuses management of **BAD FAITH NEGOTIATION**, intimidating vulnerable faculty from demanding a fair contract.

CFA files first of three **UNFAIR PRACTICE CHARGES** when CSU's refuses to share financial data proving its claim that it cannot afford CFA's bargaining proposals.

**IMPASSE**, one or both parties can end talks by declaring *impasse* if further meetings seem futile, triggering **MEDIATION** and fact-finding

**MEDIATION**, an independent party attempts to bring about a compromise between union and management.

**BAD FAITH NEGOTIATION**—including refusing to share information, intimidating or retaliating against workers for going on strike—is prohibited by labor law

**FILING AN UNFAIR PRACTICE CHARGE** is when a union appeals to the state labor board to protect workers' labor rights.

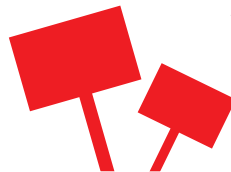
## JANUARY 2024

Return to Negotiations: CFA offers flexibility on our proposals to find common ground

BUT...

CSU Chancellor's team yells at faculty, and storms out of the room after 20 minutes, breaking off negotiations.

CSU bosses then **IMPOSE** an unfair contract of a 5% raise (actually a PAY CUT!) and increased parking fees..



**STRIKE!**  
**ALL 23 CAMPUS-ES GO ON STRIKE**  
**JANUARY 22-26.**

### TENTATIVE AGREEMENT

After just one day on strike, CFA leadership agrees to a compromise deal that leaves union members divided both about the contract and **UNION DEMOCRACY**.

**IMPOSITION** is when management stops bargaining and forces terms on workers. Workers have two choices: submit or strike!

**TENTATIVE AGREEMENT** is a provisional contract that must be ratified by a vote of the members.

**UNION DEMOCRACY:** unions can be top-down, when leaders make most decisions, or bottom-up, when workers decide.

## SEPTEMBER

### **MEDIATION**

between CSU management and CFA union ends without settlement. **FACTFINDING** begins.

Astronomical **TUITION INCREASE**: CSU Board of Trustees imposes a 34% tuition increase on students over 5 years WHILE increasing student housing costs.

## OCTOBER

CFA members vote to authorize a **STRIKE**: 95% in favor.

Students and Faculty demand: "No cuts, no [tuition] hikes, fair contract or we strike!"

CSU hires Mildred Garcia as new Chancellor at nearly \$1 million.

## NOVEMBER

Campus protests continue.

## DECEMBER

Factfinding ends: [Independent factfinder determined that anything less than a 10% raise is effectively a **PAY CUT!**

### **CFA GOES ON A ROLLING STRIKE!**

Faculty, with student support, go on 1-day strikes on 4 campuses: Cal Poly Pomona, SFSU, CSU LA, CSU Sacramento.

**FACTFINDING**: An impartial expert assesses management claims and union proposals.

**STRIKE** is when workers collectively withhold their labor in order to shut the system down.

**PAY CUT**: The cost of living has risen 18% in just three years. **HOWEVER**, faculty pay has only risen 7%.

**ROLLING STRIKE**, when one campus after another strikes in consecutive days.

**In the coming weeks, CFA members will vote 'Yes' or 'No' on the tentative agreement**

## **A YES VOTE**

Accepts a 5% raise this year and a **CONTINGENT RAISE** of 5% the coming academic year.

Accepts modest minimum wage increases for some lecturer faculty.

Includes 2.65% Service Salary Increase (SSI) next year for some faculty.

Increases parental leave from 6 to 10 weeks.

Delays bargaining on the rest of the contract until 2025.

**CONTINGENT RAISE** is subject to State budget allocation. In past contracts with a contingent raise, workers received **LESS** than the contingent raise increase.

## **A NO VOTE**

Sends management and the union back to the bargaining table and the likelihood of further strikes to fight for a fair contract.

**YOU ARE HERE!**

# FAQS

## BOSS MATH

Increase tuition + Layoff hundreds of faculty + Cancel hundreds of classes + Big raises for executives + Hoard money to play the stock market

=

More student debt + Longer time to graduation + Larger classes + Enrollment doom spiral

## THE PEOPLE'S MATH

Invest in the classroom + Lower tuition and housing costs + Living wages for all faculty + More mental health counselors + Safe and inclusive campus

=

Student success + Dignity for all faculty + Teaching and learning for liberation + A more just society!

## ANGER INDEX: WHICH FACT MAKES YOU MOST ANGRY?

**66%**

CSU Chancellor's compensation increase since 2020

**60**

Percentage of faculty with no job security

**7**

CSU campuses that spend less per year than the Chancellor's Office

**41**

Percentage decrease in California funding per CSU student since 1985

**0**

Number of students that graduate from the Chancellor's Office

**\$8.6 BILLION**

CSU cash reserves

**1 TO 100**

Ratio of CSU managers to CSU student

**36**

Percentage reduction of SFSU lecturer faculty in College of Liberal & Creative Arts

**1 TO 1813**

Ratio of mental health counselors to CSU students

**0**

Percentage reduction of SFSU management

**TAKE ACTION  
TO RECLAIM  
THE PEOPLE'S  
UNIVERSITY!**

