Resolution Supporting the “Fight for Five” and Calling for Chancellor to Act to End Contract Dispute

Submitted by Senator Kensinger, with Senator Botwin, Senator Jenkins, Senator Henson, Senator Katti And Senator Slagter

Whereas California Faculty Association’s (CFA) Race to the Bottom series issued over the past year show disturbing evidence of severe issues in faculty compensation in the California State University (CSU). And

Whereas CFA’s “Race to the Bottom Paper 1” shows clearly that “Over the past decade—in good times and bad, whether state funding was up or down, when tuition was raised and when it wasn’t—CSU expenditures on faculty salaries have remained essentially flat.” And

Whereas this report further shows “the average CSU faculty salary on every CSU campus actually has lost purchasing power” over this period. And

Whereas according to CFA’s “Race to the Bottom Paper 3” “Even if all faculty were working on full-time contracts, the average salary for CSU faculty would only have been $63,000 in Fall 2014. Half of all CSU faculty would still have had a salary of $55,000 per year or less” and that in reality, when we look at salary for all faculty “On average, CSU faculty actually earn $45,000 per year in pay before taxes and other deductions; more than 50 percent of CSU faculty make less than $38,000 in gross earnings per year.” And

Whereas this report further shows that “The ‘average’ CSU faculty member is poorer today than she/he was 10 years ago” and that CSU “Faculty salaries lag behind both the UC and California community college faculty salaries both in absolute terms and in relation to inflation over the last 10 years.” And

Whereas CSU faculty haven’t received Salary Step Increases (SSIs) since the 2007-08 academic year, contributing to stagnating salaries and worsening issues of salary compression and inversion. And

Whereas without reinstatement of Salary Step Increases for faculty, the system will be continually troubled by issues of stagnating salaries. And

Whereas compensation has a direct bearing on recruitment and retention of the highest quality professionals to the system. And

Whereas in November 2015 an extraordinary 94% of CFA members who cast a ballot voted to authorize job actions up to, and including, a strike if the union and the chancellor’s office are unable to reach a settlement in salary negotiations. And

Whereas the CFA has announced its intention to strike should CFA and management not come to agreement at the end of fact-finding. And

Whereas numerous state legislators, as well as national and community organizations recognize and support the call for 5% wage increase and return of SSIs, including Central Labor

Council of Fresno, Madera, Tulare and Kings Counties. And

Whereas a strike will cause added strain in relations between students, staff, faculty, management, and community. And

Whereas the power to avoid such actions rests in the hands of the Chancellor, who could instruct staff to reprioritize current funds toward faculty salaries and come to agreement with CFA on their modest salary demands,

Therefore be it

Resolved that the Academic Senate of California State University, Fresno, support CFA in its “fight for five” and return of SSIs. And be it further

Resolved that the Academic Senate of California State University, Fresno call on the Chancellor to exert his leadership on the management bargaining team and bargain in good faith with the California Faculty Association, finding means to address faculty salary concerns. And be it finally

Resolved that Chair the Academic Senate of California State University, Fresno forward this resolution to the Chancellor of the California State University, the Chair of the Academic Senate of the California State University System, the President of the California Faculty Association, the Chair of the Academic Senate of the California State University System, the Chairs of all California State University Senates, the President of California Faculty Association’s Fresno Chapter, all California State University Fresno Deans and Department Chairs, and the President of the Fresno Associated Students, Incorporated.