

**RESOLUTION ON COLLECTIVE BARGAINING  
(#02-98/99-EX)**

WHEREAS, ***The December 1997 Cornerstones Report*** (CR) which articulates the values, priorities, commitments, and expectations of the California State University (CSU) and was adopted by the Board of Trustees in January 1998 states:

1. We must continue to provide educational excellence in a teaching-centered, collegiate institution. (CR: ***Fundamental Commitment #1***)
2. The California State University will reinvest in its faculty to maintain its primary mission as a teaching-centered comprehensive university. . . . The recommendations in support of this principle direct the university to the following: A commitment to a systemwide faculty renewal and reinvestment plan, including steps to define and address the faculty salary gap, . . . . (CR: ***Principle 4***);

and

WHEREAS, The current faculty salary gap impedes the hiring and retention of highly qualified faculty, lowers morale and degrades the educational experience; and

WHEREAS, Based on historical trends the CSU expects to see faculty retirements grow from 200 per year (in 1997) to 400 per year between 2005-2011 (source: ***Cornerstones March 1997 Draft Report***, "Cornerstones Task Force II" p. 15) increasing the demand for hiring and retaining highly qualified faculty in what is expected to become an increasingly competitive market; and

WHEREAS, The CSU demands that 40 percent of 1998-99 faculty compensation dollars go to so-called merit pay which would limit sharply funds available to close the California Postsecondary Education Commission (CPEC) salary gap with a fair General Salary Increase (GSI) and for a full step Service Salary Increase (SSI) for junior faculty; and

WHEREAS, Merit pay plans are created to provide special incentives for outstanding or meritorious performance and thus, by definition, are not designed to close salary gaps; and

**WHEREAS,** The CSU Chancellor, the CSU Trustees, CPEC, and California Faculty Association (CFA) agree that there exists a faculty salary gap and significant salary increases are necessary to close that gap; and

**WHEREAS,** Impasse in contractual negotiations on compensation and other key noneconomic issues has been declared by the CSU with the CFA; therefore, be it

**RESOLVED:** That the Academic Senate of Humboldt State University recommend that CSU

- a. Commit in writing to the faculty a two-year plan to close the faculty salary gap through GSIs and to ameliorate the inequity in faculty workload responsibilities relative to comparable universities;
- b. Significantly reduce the proposed 40 percent of faculty compensation dollars which would be allocated to so-called merit pay; and
- c. Provide a General Salary Increase (GSI) that substantively reduces the CPEC salary gap, and at least one full step (2.4 percent) for Service Step Increases (SSI) for all eligible faculty;

and be it further

**RESOLVED:** That the Academic Senate of Humboldt State University support progress on other key noneconomic contract issues including family leave, domestic partner benefits, lecturer job security and benefits, parity for counselors, the continuance of department chairs in the faculty unit, and the maintenance of the current Faculty Early Retirement Program (FERP); and be it further

**RESOLVED:** That the Academic Senate of Humboldt State University urge both the CSU and the CFA to bargain in good faith; and be it further

**RESOLVED:** That the Academic Senate of Humboldt State University recommend that this resolution be communicated directly to the Chancellor, the CSU Trustees, and the CFA; and be it further

**RESOLVED:** That the Academic Senate of Humboldt State University recommend that this resolution be forwarded to other CSU senates and to the Statewide Academic Senate, urging that they endorse this resolution and communicate our concerns to the Chancellor, the CSU Trustees, and the CFA.