

**RESOLUTION ON CFA-CSU CONTRACT NEGOTIATIONS  
(#17-00/01-EX)**

- WHEREAS, The California State University (CSU) has taken the unprecedented step of imposing its contract on the faculty of the CSU for the second straight year; and
- WHEREAS, The salaries of the faculty of the CSU remain below the average salaries of those faculty of the California Postsecondary Education Commission (CPEC) comparison institutions, even though there have been salary increases for the past three years; and
- WHEREAS, Low salaries, high faculty workload and continual contract disputes, together with California's high cost of living, have seriously hampered the ability of the CSU to hire and retain faculty necessary to the teaching and learning mission of the CSU; and
- WHEREAS, After a thorough hearing of both sides, independent arbitrator Richard B. Danehy issued a Fact Finder's Report that stated that the so-called Faculty Merit Increase (FMI) program "appears to be ill conceived and poorly administrated"; and
- WHEREAS, The Academic Senate of the CSU has endorsed the report of its merit pay task force and the recommendations of that report; and
- WHEREAS, CSU management approved imposition of its contract in the face of the findings of the neutral fact-finder and in contradiction to the merit pay task force report; and
- WHEREAS, The CFA and the CSU recently have begun a new series of negotiations for a successor contract; therefore, be it
- RESOLVED: That the Academic Senate of Humboldt State University urge that CFA and CSU work together to move successor contract negotiations forward in a timely manner and in such a way that will not have a negative impact on the recruitment and retention of faculty necessary to the teaching and learning mission of the CSU; and be it further
- RESOLVED: That this Resolution by the Academic Senate of Humboldt State University be communicated to the President of Humboldt State University, the Chancellor of the California State University, the Board of Trustees of the California State University, the Governor of California, the Speaker of the California Assembly, the President Pro-Tem of the California Senate, the Academic Senate of California State University, and the President of the California Faculty Association.