

***** DRAFT *****

JOINT AGREEMENT IN CONCEPT

CSU/CFA

January 22, 2024

Year 1

- 5% GSI effective July 1, 2023. All bargaining unit employees who are employed as of the processing date will receive retro payment back to July 1, 2023, or their hire date, whichever is shorter. GSI raises minimum and maximum in the traditional manner.
 - Raise the minimum of “Range A” by \$3,000
 - Raise the minimum of “Range B” by \$3,000
 - Both effective July 1, 2023

Year 2

- 5% GSI effective July 1, 2024. Processing in the traditional manner. GSI raises minimum and maximum in the traditional manner.
 - Raise the minimum of “Range A” by \$3,000
 - Effective July 1, 2024
- Y2 GSI is contingent upon the State of California’s final Budget Act of 2024 maintaining the base budget appropriated to the CSU in the Budget Act of 2023.
- 2.65% SSI processed on the anniversary date in the traditional manner.

Parental Leave

- 10 weeks of paid leave for new leaves initiated after ratification.
- Equivalent paid workload reduction to be bargained next week

Other

- Upon complete agreement, CFA withdraws pending federal litigation in relation to strike communications, and bargaining related PERB charge.
- Other open articles will mirror the spirit of the factfinder’s recommendation. The CSU will start to draft proposals to this effect on Tuesday, January 23.
- CFA agrees to announce the termination of the strike effective today. Both parties will promptly communicate about the cancellation to faculty and students, and faculty will also be encouraged to promptly inform students.

The chart below shows the total increase to the base of Range A & B after the GSI and the increases described above.

Range	Current Min	Min After Y1 Incr	Min After Y2 Incr	Total Increase to Range Min
A	\$ 54,360	\$ 60,078	\$ 66,082	21.6%
B	\$ 64,860	\$ 71,103	\$ 74,658	15.1%