

# Tentative Agreement



[Join CFA](#)

## Tentative Agreement Updates

Thank you to our CFA members who withheld their labor via strikes in December and January 22 in the face of financial stress and aggressive intimidation tactics from CSU management. We reached a Tentative Agreement (TA) with CSU management late in the day on January 22.

This TA is progress in our struggle for a just CSU. We are building for the future. We joined in solidarity for what we believe in, and we got the best deal that we could in a limited reopener bargaining, including large raises to the salary floors for our lowest-paid faculty. If the TA is approved, we are bargaining again in one year and will continue our ongoing fight for rights, respect, and justice for all our members.

**We will share the ratification voting timeline with you once it is finalized.**

## Tentative Agreement Terms

The tentative agreement terms are set originally in an agreement in concept, agreed to on January 22, 2024. The parties agreed to specific tentative contract language for Article 20 – Workload, Article 23 – Leaves of Absence With Pay, Article 31 – Salary, Article 32 – Benefits, Article 37 – Health and Safety, and Article 41 – Duration. In addition, the parties entered into Memoranda of Understanding (MOUs) for additional insurance, a counselor workgroup to address counseling workload, and withdrawal of litigation of bargaining related claims. Additionally, the parties agreed to extend the range elevation terms that are found in Article 12.17 permitting temporary faculty to apply for range elevation without reaching the SSI Max first.

[Joint Agreement in Concept](#)

[Article 20 – Workload](#)

[Article 23 – Leaves of Absence With Pay](#)

[Article 31 – Salary](#)

[Article 32 – Benefits](#)

[Article 37 – Health and Safety](#)

[Article 41 – Duration](#)



**Join CFA**

[MOU for a counselor workgroup to address workload](#)

[MOU to withdraw litigation](#)

[MOU to extend Article 12.17 range elevation terms](#)

## Tentative Agreement FAQs

Have questions about the Tentative Agreement? [Get them answered here.](#)

### You Must be a Dues-Paying Member in Good Standing to Vote on the Tentative Agreement



## Become a CFA Member

[Join Here](#)



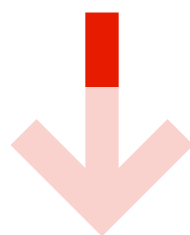
## Tentative Agreement Summary



[a comparison chart of the Tentative Agreement and CSU management's imposition terms.](#)

[Join CFA](#)

- 5-percent General Salary Increase for all faculty on July 1, 2024 (contingent on there not being an overall cut to CSU's base funding from the state, which last happened in 2008).
- Raising the salary floor for our lowest-paid faculty in salary Ranges A and B:
  - 21.6% increase to Range A minimum salary with the GSI (\$54,360 to \$66,078 for FTE).
  - 15.1% increase to Range B minimum salary with the GSI (\$64,860 to \$74,658 for FTE).
- Service Salary Increase (SSI) of 2.65% for 2024-25.
- Increasing paid parental leave from 6 to 10 weeks.
- Adding first-time contract language that acknowledges the importance of moving all campuses to a 1,500:1 students-to-counselor ratio (a ratio recommended by the International Accreditation of Counseling Services). CSU management has consistently disregarded the legitimacy of the ratio and the life-altering impact it would have on students.
- Adding the option for counselors to request academic-year or 10-month employment contracts.
- First-time contract language providing salary support for lecturers who perform service work.
- Adding language on course caps protecting against unilateral increases by management.
- First-time contract language establishing rights and protections for faculty who are interviewed by police.
- First-time contract language regarding access to gender-inclusive restrooms changing rooms, and lactation spaces, and a process to monitor issues of access and adequacy.
- Increasing supplemental department chair pay (for the first time in over 13 years) from at least \$80 to \$160 monthly; with an increase from \$120 to \$240 monthly for chairs of departments with 18 or more FTE faculty.
- Extending the current contract for 2022-24 one year to June 30, 2025, which allows CFA members to come together and plan for our next powerful bargaining campaign.



**Join CFA**



## About CFA

CFA is an anti-racism, social justice union of 29,000 faculty members at the CSU.

Headquarters:

1110 K Street

Sacramento, CA 95814

(916) 441-4848

For website inquiries: [webmaster@calfac.org](mailto:webmaster@calfac.org)

© 2012–2024 California Faculty Association



Made by [Wide Eye](#)



**Join CFA**