



THE CALIFORNIA STATE UNIVERSITY
OFFICE OF THE CHANCELLOR

BAKERSFIELD

August 10, 2023

CHANNEL ISLANDS

CHICO

Dear Colleagues:

DOMINGUEZ HILLS

Today, I write to you – California State University faculty, counselors, librarians and coaches – to ensure that you are informed of the facts regarding what the CSU has offered the California Faculty Association (CFA) and its membership at the collective bargaining table. I trust that those of you who know me understand that I do so with deep respect for your work and the spirit of collegiality, candor and collaboration to which I have aspired throughout my 40-plus year career as a CSU faculty member, academic leader and administrator.

EAST BAY

FRESNO

FULLERTON

HUMBOLDT

In response to CFA's demand for a 12% general salary increase (GSI) in the current fiscal year, the CSU offered 12% over the next three years with no reduction to retirement benefits or healthcare coverage, despite the fact that healthcare premiums for faculty employees in the current fiscal year alone have increased by \$23.4 million. When CFA refused to consider a multi-year offer, the CSU offered a one-year GSI of 5%. CFA then declared impasse within 40 minutes of receiving this offer.

LONG BEACH

LOS ANGELES

MARITIME ACADEMY

CFA leadership, unwilling to move off of its initial demand of a 12% increase in this fiscal year, has since filed a request for an impasse determination with the California Public Employment Relations Board.

MONTEREY BAY

NORTHRIDGE

POMONA

Throughout my tenure as interim chancellor, I have spoken plainly and directly regarding the CSU's financial circumstances, and I will do so again. Simply put, the demand for a one-year GSI of 12% is unreasonable because it would grossly undermine the CSU's fiscal stability.

SACRAMENTO

SAN BERNARDINO

To put the scope of the CFA demand into perspective, a 12% single-year GSI along with the other financial demands contained in CFA's proposal total approximately \$380 million in the first year of implementation alone. That amount is greater than the *entire annual operating budgets* of 15 of our 23 universities in 2023-24. If the CSU were to agree to CFA's demands, each of our universities would be forced to make difficult and painful decisions regarding how to reallocate their already limited financial resources to meet our rapidly increasing costs of operation, 75% of which are currently dedicated to personnel.

SAN DIEGO

SAN FRANCISCO

SAN JOSÉ

SAN LUIS OBISPO

SAN MARCOS

This is the CSU's current reality.

SONOMA

STANISLAUS

CSU Faculty, Counselors, Librarians and Coaches

August 10, 2023

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Of course, we acknowledge another reality: We must do more to fairly compensate our faculty and staff, who are so essential to and who are at the very core of our mission. Together and with a unified, powerful voice, we must continue to advocate for the resources and revenue sources our institution requires. As the offer of a 12% increase over three years demonstrates, we are committed to doing everything we possibly can to support all of our employees, and we are hopeful that we can quickly come to agreement and avoid significant negative impacts to our students and our workforce.

Through these challenging circumstances and beyond, I thank you for everything you do for the California State University.

Sincerely,

A handwritten signature in cursive script that reads "Jolene Koester". The signature is written in black ink and is positioned above the printed name and title.

Jolene Koester
Interim Chancellor