Resolution Number: RF98-161  
September, 1998  
RESOLUTION ON COLLECTIVE BARGAINING  

#RF98-161  

At its meeting of September 22, 1998, the Academic Senate of San Francisco State University approved the following resolution on collective bargaining:

WHEREAS the quality of education available in the CSU rests in major part on the ability to attract and retain high quality faculty members and to maintain a positive sense of morale among the faculty; and

WHEREAS CPEC and the CSU Trustees and administration agree that there exists a salary gap for faculty; and,

WHEREAS the existence of this salary gap has a negative impact on the hiring and retention of a high quality faculty and on faculty morale more generally; and

WHEREAS the CSU has not been willing to commit to a multi-year plan to close the faculty salary gap; and;

WHEREAS the CSU received a 15.1% increase in its total budget, including an 8% increase in its base budget; and,

WHEREAS the CSU management insists that 40% of compensation dollars this year go to merit pay; and,

WHEREAS this 40% allocation to merit pay would sharply limit funds available both for a reasonable across the board increase (GSI) and for a full step SSI for junior faculty; therefore be it

RESOLVED that the San Francisco State University Academic Senate call on CSU management to
(1) return this year’s compensation package to 6%;

(2) commit in writing to the faculty a plan to fully address the faculty salary gap over the next three years;

(3) modify its demand that 40% of compensation dollars be allocated to merit pay;

(4) provide at least one full step (2.4%) for an SSI for all eligible faculty; and be it further

**RESOLVED** that the Academic Senate of San Francisco State University strongly support the CFA effort to settle the CBA on terms advantageous to the faculty, including a guarantee of the maximum increase in total faculty compensation and progress on other key contract issues; and be it further

**RESOLVED** that this resolution be communicated directly to the Chancellor, the CSU Trustees, and the CFA.