



THE EXECUTIVE COMMITTEE

14-15 BEC 9
April 7, 2015

TO: The Academic Senate

FROM: The Executive Committee of the Academic Senate

SUBJECT: 14-15 BEC 9: CSUEB Academic Senate Resolution on Campus-Based Equity Pay Increases for 2014-15

PURPOSE: For adoption by the Academic Senate

BACKGROUND INFORMATION:

At its meeting on April 7, 2015, the Executive Committee voted to send the attached resolution to the Academic Senate.

CSUEB Academic Senate Resolution on Campus-Based Equity Pay Increases for 2014-15

Whereas due to state budget cuts, the CSUEB faculty did not receive the 11% in GSIs and 5.3% in SSIs bargained for the 3rd and 4th years of the 2007-2010 CBA and faculty suffered pay decreases in the form of furloughs during that time;

Whereas in the absence of SSIs for the last seven years, Lecturers have been prevented from advancing towards eligibility for range elevation;

Whereas the UPABC budget highlights document from February 16, 2015 shows a campus budget surplus of approximately \$600,000;

Whereas the current CBA provides that, "Presidents may make additional awards which, if issued, must address campus equity issues, including, but not limited to inversion and compression. The President shall consult with representatives of the campus CFA chapter in developing the procedures and criteria to be used in determining the distribution of such equity awards. While not all departments and/or programs may be affected, the distribution of awards must use criteria that are developed based upon a campus-wide review of salary issues. These awards are distinct from Market Increases set out separately in Article 31.25.";

Whereas President Morishita chose not to implement the discretionary equity pay program allowed for under the previous CBA;

Whereas the three recent white papers CFA has released on the loss of purchasing power by faculty in the CSU system have outlined the significance of the salary problems affecting faculty;

Whereas the granting of equity pay under the current CBA would go a long way towards improving morale for faculty and therefore the learning conditions of students;

Whereas the campus Presidents at CSU San Diego and CSU Fresno have announced concrete plans for equity programs;

Therefore Be It Resolved that CSUEB commit to a campus-based equity program that addresses inequities in our salary structure and that such equity increases be paid to faculty on or before May 1, 2015 retroactive to July 1, 2014.