

**Academy for Academic Personnel Administration
Fall 2014
Round Table Report**

1. Institution Information

Name of Institution/System: San José State University (California State University)

Name and Title of Individual Responding: Natalie King, Assistant Associate Vice President, Faculty Affairs

2a. Description of Faculty Bargaining Unit(s) – Size and Composition

Size and Composition: all faculty (lecturers, tenure line, coaches, counselors and librarians)

- In Fall 2013, there were 24,455 individual faculty members employed across the 23 campuses of the CSU system.
 - 13,300 lecturers
 - 9,900 tenured and tenure track professors
 - 1,150 coaches, counselors, and librarians (combined)
 - At SJSU: 650 T-TT, 1100 lecturers, 100 coaches, counselors & librarians

Bargaining Agent: California Faculty Association (CFA)

Date of First Contract: 1998

Number of Succeeding Contracts: 4 (currently bargaining for the 5th)

Web address of current contract:

http://www.calstate.edu/LaborRel/Contracts_HTML/CFA_CONTRACT/2012-2014/

2b. Description of Faculty Bargaining Unit(s) – Size and Composition

Size and Composition: 7,000 academic student employees at 23 campuses; includes TAs, GAs, and ISAs

Bargaining Agent: United Auto Workers

Date of First Contract: 2010

Number of Succeeding Contracts: 1

Web address of current contract:

http://www.calstate.edu/LaborRel/Contracts_HTML/CBA_Contract/index.shtml

3. Activity Report (e.g., status of current agreement or negotiations, details of last contract settlement, etc.):

- (1) CFA – currently bargaining successor contract; tentative oral agreement reached on all issues as of October 10, 2014, but not reduced to writing. (Final issues were salary and workload)
- (2) UAW – One year into 3 year successor agreement. Very little activity.

4. Special or noteworthy happenings (e.g., relevant arbitration or court decisions, organizing campaigns, labor agency decisions, etc.)

Meet n confer requirements have increased

Given change in course delivery, expect that workload grievances will continue

5. Special happenings related to fiscal issues (e.g., salary reductions, health and dental insurance costs, reductions in force, early retirement programs, program consolidation or elimination, etc.)

CSU actually got some \$ from latest budget so salary negotiations in contracts have actually yielded increases for the union membership. This is different than last round of bargaining where deficit prevented any such discussions.