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## Academic Collaboration in Hard Times: The Alliance for CSU

Andy Merrifield  
*California Faculty Association*

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## Higher Education Collaboration in Hard Times: The Alliance for the CSU

### Background – Spring 2005 – Spring 2007, Contract Struggle

1. Twenty-seven months of often acrimonious bargaining
2. Demonstrations, and lobbying from Long Beach to Sacramento to Texas to North Carolina
3. Strike vote with 94% yes vote
4. Almost two years faculty working on contract extensions.
5. Agreement eventually signed mid-May 2007

### First Steps at Cooperation and the Alliance Formed

1. CFA, CSU and other bargaining units work together to save the CSU budget from additional proposed massive cuts from the legislature
2. CFA opens discussion of an “Alliance for the CSU” with Chancellor’s Office
  - a. Work on issues like state funding and raising the profile of the importance of the CSU to the citizens and the economy of California
  - b. Recognize that “work together when we can, but still will be disagreements and differences”
3. The other bargaining units join with CSU and CFA
  - a. Outreach to the greater community
  - b. The Board of Trustees support the plan

### The Budget Battle of 2008

1. Governor’s January Budget cuts over \$380 M. to the CSU for 2008-2009
2. Alliance works together on making the case for the CSU
  - a. Community outreach through out the state – street fairs to festivals
  - b. Chico Outlaws Baseball Club Alliance Nights
  - c. Sonoma President, CFA Political Director, and CFA chapter president discuss ways to reach the wine industry as to the importance of the CSU
3. The May Revise increases the CSU budget by replacing \$97 M.
  - a. Not everything CSU and CFA needed
  - b. Total cut ended up being \$215 M because student fees raised another 10%
  - c. Inadequate to avoid re-opening the CBA

### The “Final Impact of the Alliance on Budget”

1. State budget for 2008-2009 based on more “smoke and mirrors” than usual
2. Dep’t of Finance requests \$31 M reduced from budget by CSU and Chancellor complies
3. Revised budget calls for additional cuts of \$66 M.
4. \$97 M therefore all gone
  - a. But cuts probably would’ve been greater because all agencies had to take cuts
  - b. Therefore the Alliance took a horrible situation and converted it to a bad situation

### The Alliance and the challenges facing the CFA and CSU

1. CFA and CSU at impasse on the re-opening of the contract
2. CFA still filing individual level, campus level and system level grievances and Unfair Labor Practices
3. CFA and CSU “disagreements” are less “disagreeable”
  - a. The CFA president and the Chancellor talk more regularly than in the past
  - b. The newest member of the Board of Trustees sought out CFA president after a board meeting because as the trustee told Lil Taiz, “I was told that you were somebody important to meet and talk to.”
  - c. The political director of CFA is invited to address the BoT on pending legislation
  - d. The implementation of those parts of the contract that were not finalized in May 2007 have generally worked better than in the past
    - i. Equity program took a long time because it was complicated, but never considered going to impasse
    - ii. The implementation of a post promotion increase program, which was controversial in the contract has gone very well.
      1. Problems of implementation have been handled as “problem solving” sessions.

### The Future of the Alliance and Cooperation

1. The Alliance will continue – nearly 100,000 people have signed up for it.
2. The CFA expects to continue to work with the CSU where appropriate and is looking to keep the “disagreeableness” down.
3. We would assume that both parties want to find areas of agreement wherever possible. CFA does.