Adopted: October 27, 1998

ACADEMIC SENATE
Of
CALIFORNIA POLYTECHNIC STATE UNIVERSITY
San Luis Obispo, CA

AS-507-98/EX
RESOLUTION ON
COLLECTIVE BARGAINING

WHEREAS, The quality of education available in the CSU rests in major part on maintaining (1) a positive morale among the faculty, and (2) an ability to attract and retain high quality faculty members; and

WHEREAS, CPEC and the CSU Board of Trustees and administration agree that there exists a salary gap between the CSU faculty and the faculty of comparative universities; and

WHEREAS, Chancellor Reed has publicly stated that this salary gap should be closed; and

WHEREAS, The existence of this salary gap has a negative impact on the hiring and retention of high quality faculty; and

WHEREAS, The CSU Board of Trustees approved a retroactive pay raise for CSU presidents which reduces their salary gap by 50%; and

WHEREAS, The CSU bargaining team denied the opportunity for discussion of retroactivity at the bargaining table; and

WHEREAS, The Merit Pay Task Force of the statewide Academic Senate found that PSSI merit pay is eroding faculty morale throughout the CSU; therefore, be it

RESOLVED: That the Academic Senate of Cal Poly strongly urge the CSU Board of Trustees and administration to use the compensation increase authorized by the legislature to decrease the salary gap for all faculty; and, be it further

RESOLVED: That the Academic Senate of Cal Poly strongly urge the CSU Board of Trustees and administration to show the same respect for its faculty that it has shown for its campus presidents by pennitting the raises to be retroactive; and, be it further

RESOLVED: That the Academic Senate of Cal Poly strongly urge the CSU Board of Trustees and administration to give any future merit increases through a procedure based on the Promotion, Retention, and Tenure process of the campuses; and, be it further

RESOLVED: That the Academic Senate of Cal Poly strongly urge the CFA and CSU administration to resume negotiations to bring about a fair Collective Bargaining Agreement that addresses the issues expressed above; and be it further

RESOLVED: That this resolution be communicated directly to local State legislators, the CSU Board of Trustees, the Chancellor of the CSU, and the CFA.

Proposed by: Academic Senate Executive Committee
Date: October 13, 1998
Revised: October 27, 1998

RECEIVED

JAN 13 1999

Academic Senate

CAL POLY

SAN LUIS OBISPO
CA 93407

State of California
Memorandum

To: Myron Hood
Chair, Academic Senate

Date: January 8, 1999

From: Warren J. Baker
President

Copies: P. Zingg, M. Suess

Subject: **Academic Senate Resolution AS-S07-98/EX (Resolution on Collective Bargaining)**

I acknowledge receipt of this Resolution.

I appreciate the Senate's continued concern regarding faculty salaries and the collective bargaining process this year, and I reiterate my previous comments to continue to advocate strongly with the Chancellor and my presidential colleagues the need to take clear and certain steps to improve compensation packages for all CSU employees.