ACADEMIC SENATE
OF
CALIFORNIA POLYTECHNIC STATE UNIVERSITY
San Luis Obispo, California

AS-233-86/EX

RESOLUTION ON
COLLECTIVE BARGAINING

WHEREAS, The faculty and the Academic Senate of California Polytechnic State
University are committed to maintaining and improving upon the high
quality of education in the CSU on behalf of the taxpayers and citizens of
California; and

WHEREAS, An analysis of the CSU collective bargaining proposals indicates several
elements which we believe will have a negative effect upon the
achievement and maintenance of quality education in the CSU, specifically
the proposal to separate rank from salary and thereby substitute the values
of the market place for the values of the academic community; and

WHEREAS, The CSU collective bargaining proposals further propose to alter
significantly the faculty role in academic governance, specifically to limit
the participation of faculty on the Faculty Early Retirement Program; and

WHEREAS, The CSU collective bargaining proposals represent a significant step
backwards from rights and expectations established in previous agreements
such as attempts to remove binding arbitration from the grievance
procedure; attempts to remove careful consideration language for lecturers,
and attempts to narrow benefit eligibility; and

WHEREAS, The CSU collective bargaining proposals contradict the Trustees' stated
commitment to collegiality and in fact appear to represent a commitment to
its antitheses, specifically to proposals such as separating rank from salary
which will have the effect of pitting faculty against management and each
other to the serious detriment of the educational enterprise; therefore, be it

RESOLVED: That the faculty and the Academic Senate of California Polytechnic State
University strongly urge the CSU management to negotiate in good faith
with the CFA toward a contract that has as its primary goal, not the mastery
of faculty by management, or the taking away of hard-won faculty rights,
but rather the attainment of conditions and standards that encourage
faculty to do the best possible job in the interests of their students and of the
taxpayers and citizens of California; and be it further

RESOLVED: That this resolution be sent to Chancellor W. Ann Reynolds and the Trustees
of The California State University.

Adopted: November 4, 1986

Proposed By:
Executive Committee
October 28, 1986