

Academic Affairs
Office of Faculty Affairs and Development

CALIFORNIA STATE UNIVERSITY, SAN BERNARDINO
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TO: CFA Represented Employees (Unit 3)

FROM: Kevin Grisham, Ph.D.
Associate Provost for Faculty Affairs and Development (Interim)

SUBJECT: Letter To CFA Represented Employees

Dear Faculty,

Although the CSU's negotiations with the California Faculty Association (CFA) were not successful, the CSU will be providing all faculty with a 5% general salary increase for fiscal year 2023/24 effective the start of the February pay period. We understand CFA continues to call for a strike for January 22 through January 26, 2024. Our campus will remain open and operational to support all our students during this time.

It is your personal choice to withhold work and strike, or you may choose not to strike. If you work consistent with your assigned course modality and campus policy, you will receive the same compensation and benefits you normally receive. If you strike, you are not entitled to be paid. It is a misuse of taxpayer dollars for the CSU to compensate any employee who withholds work. When an employee strikes, they withhold work for the entire day. It is unlawful to engage in a partial strike by withholding some but not all work on the same day.

If you withhold work, you may not use sick leave or other accruals to be paid for your absence. If you call out sick during the strike, you will be required to provide medical verification. Any employee who withholds work must report their absence for those days upon their return to work. You may advise the appropriate administrator (e.g. Dean/Director) of your absence, inform your timekeeper, or use the dock code in the absence management system. Please note that benefits that are affected by the percentage of time worked during the month, other than medical, may be affected by an employee's work stoppage. Any employee who mistakenly misreports their days worked and absences at any time (including in December), should ensure that their absence report is corrected.

We understand that this is a difficult time for CSU faculty and other employees, and we honor any decision you make regarding participation or non-participation in the CFA strike. Our faculty are valued employees now and always and a critical part of CSU's mission of serving our students. If you have any questions or concerns, please contact me at facultyaffairsanddevelopment@csusb.edu or 909-537-5029.

Sincerely,



Kevin E. Grisham, Ph.D.
Associate Provost of Faculty Affairs and Development (Interim)