

CFA Successor Contract Compensation Provisions

Update: April 28, 2022

Background

Over the course of the last several weeks we have received many inquiries regarding the compensation provisions negotiated between the California State University (CSU) and the California Faculty Association (CFA). This update is intended to help you understand the ongoing distribution of funds and to provide answers to several commonly asked questions.

After many months of negotiation, and even after an impasse had been declared, the CSU and CFA entered into a successor contract on February 3, 2022. As part of this agreement, the CSU agreed to several impactful compensation changes for Unit 3 represented faculty members. The agreement called for three changes to be implemented in Spring 2022:

- A one-time payment of \$3,500, prorated by each faculty member's 2020-21 timebase;
- A 4% general salary increase (GSI), retroactive to July 1, 2021; and
- A 2.65% service salary increase (SSI) for all eligible faculty, including coaches, counselors, and librarians.

While the vast majority of these payments have been fully processed and issued, the CSU continues to process transactions for faculty that, for a variety of reasons outlined in the FAQ below, were not able to be included in the initial mass update by the State Controller's Office. These remaining payments must be manually processed by local campus payroll teams. While all employees will receive the salary changes due to them, manual processing by the campus payroll teams takes additional time. The CSU remains committed to ensuring all salary provisions due to the faculty are fully processed. This work, however, is complicated and requires significant work at both a systemwide and campus level. Many individuals are working hard to ensure these funds are distributed accurately, fairly, equitably, and as expeditiously as possible. Patience and grace as we work together to fully realize these salary provisions is necessary and appreciated

Distribution to Date

1. On the evening of April 6, the California State Controller's Office (SCO) processed a GSI mass update. 26,706 GSI transactions were processed successfully for faculty members. In the days following the initial mass update, these retroactive payments began to post and within a few days employees with direct deposit set up began receiving funds. In most cases, faculty members received the retroactive GSI funds in their account mid-April.
 - . 1,764 faculty were not included in this transaction.
2. On the night of April 18, the SCO processed 24,426 one-time payments. In the days following the initial mass update, the one-time payments that were processed successfully began to post and within a few days employees with direct deposit set up began receiving funds. In most cases, faculty members received the retroactive GSI funds in their account by late-April.
 - a. 445 faculty members were not included in this transaction.

3. SSI transactions are in the process of being administered by local campus payroll teams, who are completing these tasks in tandem with the routine and ongoing work of their campus offices. SSIs will be awarded to eligible faculty unit employees upon determination by the appropriate administrator that the faculty unit employee has performed in a satisfactory manner. If an SSI is denied, the campus is responsible for posting the SSI denial transaction.

Commonly Asked Questions

How were the one-time payments calculated?

The CBA provides for a one-time, prorated payment of \$3,500 to be provided to each faculty unit employee who worked during fall 2020 and spring 2021 semester and who is in active pay status (or on leave) as of February 2, 2022. The payments will be based on the faculty employee's average time base for the fall 2020 and/or spring 2021 semesters, not to exceed a 1.0 timebase. A semester not worked will be considered a zero (0) time base. This payment is not considered reportable compensation for the purposes of calculating CalPERS retirement benefits. (Please refer to Article 31 of the CBA for additional information.)

Are unit-3 represented employees participating in the Faculty Early Retirement Program or currently active as rehired annuitants eligible for the one-time payment?

Per CalPERS rules and regulations, FERP participants and rehired annuitants are not eligible for these payments.

Why have I not received payment?

Each of these payments requires separate administrative processes. There could be several reasons for each of the three payments as to why you did not receive funds. Possible explanations are outlined below by payment type.

One-time Payments

1. You may not be eligible for the one-time payment.
 - a. FERPs and other retired annuitants are not eligible for the one-time payment pursuant to CalPERS.
2. You were not active on February 3, 2022 when the contract was ratified.
 - a. You did not work or were on unpaid leave during the 2020-21 academic year.
2. You worked in an extension program during the 2020-21 academic year.
 - a. Lump sum payments for work performed in extended education during the academic year have not yet been processed. These payments must be manually processed by your campus payroll team.
1. Your employee record includes a large number of appointments, reappointments, timebase changes, position number changes, record corrections, etc., and as a result calculating your timebase requires individualized attention.

GSI Payments

1. You were on unpaid leave when the GSI was processed. Upon your return to pay status, your campus will process your GSI retroactive back to July 1, 2021.
2. Even though the GSI increased your future monthly pay rate, your retroactive GSI funds were not paid or were not fully paid to you. Due to the complexity of this massive retroactive process, we have identified that some payments may not have been issued. These remaining payments are now being identified and manually processed by your campus payroll team.

SSI Payments

1. You are not eligible for the SSI.
2. Your SSI eligibility is in the process of being confirmed by the appropriate campus office.
3. Your SSI has not been processed by the campus payroll team.

Who do I contact with questions or concerns?

Questions can be directed to your campus payroll team (payroll@csumb.edu) or Academic Personnel (academic_personnel@csumb.edu). Please note that the State Controller's Office does not possess the information to explain delays in payments. Your local campus offices are the best sources of information. Please do, however, keep in mind that these teams are charged with maintaining normal administrative operations, while also carrying out processing these payments and responding to inquiries. Be kind to your colleagues as we work collectively to ensure the commitments of the CSU.

Why is this such a complicated process?

Processing retroactive salary increases that span almost 10 months for a complex employee group such as faculty can be extremely challenging. The State Controller's Office payroll system is capable of processing mass updates for the entire faculty employee group. However, processing retroactive pay for a group that has a large number of appointments, reappointments, timebase changes, position number changes, record corrections, etc., can increase the likelihood that some faculty require manual intervention. While all employees will receive their salary changes due them, manual processing by the campus payroll team and the SCO takes time.