The California Faculty Association (CFA) has called for a strike due to the inability to reach separate bargaining agreements on compensation and other issues with the California State University system. Employee unions have the option to strike if there is no agreement after the conclusion of impasse proceedings. Although negotiations were not successful, the CSU is providing a 5% general salary increase effective the start of the February 2024 pay period. The strike will run from Monday, January 22, to Friday, January 26, on all CSU campuses. The campus will remain open and operational, with changes in hours and services communicated via the campus website, email, or social media accounts. Picketing may cause traffic delays, and individuals who are uncomfortable crossing the picket line should access the campus via an alternative entrance. Represented employees are not legally required to strike and have the option to make their own decision.
CALIFORNIA FACULTY ASSOCIATION (CFA) STRIKE FREQUENTLY ASKED QUESTIONS

Are other represented employees allowed to participate in the strike?

Many of our other unions have recently reached agreements with the CSU and have collective bargaining agreements in effect that prohibit them from engaging in sympathy strikes. Non-striking employees may join the picket lines during non-work time.

Am I allowed to speak out publicly about the strike without fear of retaliation?

The university fully respects the free speech rights of our students, staff, and faculty. Retaliation from any member of the campus community for one’s personal position regarding the labor dispute is inappropriate and unlawful and should be reported to the campus Title IX coordinator. Contact information can be found on the systemwide Title IX webpage.

What is being negotiated?

For information on what offers are currently being negotiated, visit the CSU Labor and Employee Relations webpage.

Is the university doing anything to resolve the strike?

Negotiations with CSU unions are done at the system level. The CSU has provided all faculty with a 5% general salary increase at the start of the February 2024 pay period. CSU will begin negotiating a successor contract with CFA later this semester and remains committed to bargaining in good faith and reaching an agreement with CFA as it did with five other CSU unions this fall.

On Friday, January 19, 2024, the CSU reached a tentative agreement with Teamsters Local 2010, representing 1,100 skilled trades employees across 22 of CSU's 23 campuses. As a result of that agreement, Teamsters called off their strike, which was to coincide with CFA’s strike.

How will the university community be updated about potential strike activity?

The university will continue to provide updates via https://hr.sonoma.edu/CSUcontractnegotiations, email and social media accounts.