

**Date:** February 22, 2016

**To:** Campus Community

**From:** President Karen S. Haynes, Ph.D.

**Subject:** California Faculty Association Bargaining Update

As we recently shared, the California Faculty Association (CFA) has announced plans for a potential strike on all 23 CSU campuses April 13-15 and April 18-19, 2016. CSU representatives have not been able to reach a salary agreement with the CFA through the collective bargaining process. While we remain committed to the process and hopeful for its outcome, we are planning for the possibility of a strike.

I want to assure you that if a strike occurs, our campus, and all of the CSU's campuses, will remain open. While some classes may be canceled, many classes will be held as not all faculty will strike. Students are advised to check with their instructors about their individual class schedules, and if your class is scheduled you should attend. We anticipate that all campus operations and administrative services will be available and scheduled events will be held. The campus will remain open to students, staff and the public.

It is important to us that students continue to participate in their normal academic activities. The strike will not interfere with students being able to complete their semester and graduate on time. Faculty who strike will generally arrange for assigned reading or other work if their classes are canceled.

If a strike does occur, please note the following:

- No individual, including students, can be compelled to take either the CSU administration's position or the CFA's position;
- Classroom time cannot and should not be used by faculty to discuss issues related to the strike;
- Students cannot be compelled to walk out of class, walk picket lines, stay away from campus or support the strike as part of a class assignment or in exchange for a grade.
- Striking faculty may not block or otherwise obstruct access to campus, campus services or the classroom.

It is important that you understand that in the event of a strike, we plan to maintain full campus operations with minimal disruption to students, faculty, staff and guests. We respect our faculty's rights and remain committed to the collective bargaining process.

I encourage you to review this [Q&A](#) document for more information.

We will continue to provide e-mail updates with information as it becomes available. You may also check [csusm.edu/bargainingupdate](http://csusm.edu/bargainingupdate) for the most updated information, including a FAQ page, or call the CSUSM hotline number 760-750-3555.