

# UNION

12/9

# GAZETTE

## SPECIAL

### SAN FRANCISCO STRIKE ISSUES

#### I. Strike Issues Directed to the President and Administration at San Francisco State College:

##### A. Negotiation of and adoption of comprehensive rules and regulations governing:

1. Grievance procedures related to faculty affairs.
2. Personnel decisions (hiring, firing, tenure, promotion, demotion, suspension, lay-off).
3. Conditions under which pay can be reduced or docked.
4. Sick leave and other fringe benefits.
5. Unit and class load assignments for full and part-time faculty.
6. Stipulation of prerogatives and delineation of authority at various administrative levels.
7. Guidelines and standards for professional perquisites (sabbaticals, travel, research leaves).
8. Faculty involvement in decisions on academic matters (curriculum selection, assignment of faculty and staff, grading, graduation requirements, determination of calendar, admission requirements).
9. Faculty involvement in decisions governing all local administrative matters (office space, parking).
10. Recovery of faculty positions bootlegged for administrative purposes.

##### B. Protection of Constitutional Rights:

1. Amnesty for all faculty, students, and staff who have been suspended or have been subject to other disciplinary action and/or arrested, and withdrawal of outstanding warrants as a result of activity to end racism at San Francisco State College.
2. No disciplinary action for exercising constitutionally protected rights.

##### C. Black Students Union and Third World Liberation Front grievances must be resolved and implementation assured.

##### D. All agreements on the above to be reduced to a written contract.

## II. Strike Issues Directed to the Trustees of the California State Colleges:

- A. All agreements made with the local administration under (I) above shall be binding upon and accepted by the Trustees.
- B. Sufficient funds shall be provided from current reserve and emergency funds to:
  - 1. Maintain the present faculty positions (this will prevent the lay-off of 100-125 faculty in the Spring Semester, 1969).
  - 2. Gain new positions to replace those given by various departments and schools to staff a Black Studies Department and a School of Ethnic Studies.
  - 3. Protect the revised work loads presently scheduled in many departments for Spring, 1969, and assure the same for everyone who requests it.
- C. Rescission of the ten disciplinary rules passed by the Trustees on November 26, 1968.
- D. Approval of the Student Union plan presented by the Associated Students at San Francisco State College.
- E. Cancellation of proposed changes in Title 5 that would take away student control of student body funds.
- F. Recognition of college constitution that emerges from the Constitutional Convention called by the Academic Senate at San Francisco State College.

## III. Strike Issues Directed to the Governor and the Legislature:

- A. That a special joint committee of the California State Assembly and Senate be appointed to conduct negotiations with the State College Board of Trustees and the Union to agree on systematic and continuing financing for the proposals under I and II above and to provide the necessary increases in salary required to maintain a qualified faculty at San Francisco State College.
- B. That when the special Legislative Committee, the Board of Trustees, and the Union have reached agreement, the Committee report to the next session of the Legislature so that necessary monies may be provided to put the agreement into effect.

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