



California Faculty Association

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LECTURER INFORMATION AND UPDATE NOVEMBER, 2003

Dear Lecturer Colleagues,

The current budget crisis has already led to the loss of employment of hundreds of lecturers across the CSU. This fall, CFA has used the Supplemental Report Language to force campus administrations to open up the books and show us that they are doing all they can to protect instruction. We believe we have prevented many campus administrations from making across the board cuts. We think that has protected some jobs and preserved some classes that would have otherwise been cut. Our successful Campus Equity Week (CEW) events across the state and our 10,000 plus signatures gathered in a few weeks have made it clear that lecturers intend to fight to save jobs and have both the ability and the support from CFA to mount successful campaigns. Our growing alliance with students is particularly impressive.

Nonetheless, the budget crisis seems only to be deepening and the CSU may be facing even greater cuts. Thus our focus will have to shift this winter to working hard in Sacramento and in the districts to bring our message to the legislature and also to the issue of layoff, the main topic of this letter to you. To begin with it is important to say that union layoff clauses do not and cannot stop layoff from happening. The courts and arbitrators give employers wide leeway to determine how many people they employ. The layoff article (38) in our Collective Bargaining Agreement (CBA) regulates the process and does provide some fairness and humaneness (though not enough). The layoff article makes letting people go more difficult and encourages the administration to seek other sources of funding.

LOSS OF EMPLOYMENT

Lecturers lose employment in several ways. **Non-renewal** takes place when a contract ends and a faculty member does not receive a subsequent appointment. In such situations, the main right lecturers have is "Careful Consideration." Your application for subsequent employment and your Personnel Action File (PAF) must be given careful consideration. In the current budget situation, there is not a great deal we can do to protect lecturers in this situation (see what you can do below).

The administration can use the **Contingency** language in our contracts to reduce a lecturer's timebase, including to zero, in the midst of a one-year or three-year contract. CFA insists that these cases should be handled as layoffs. Alternatively, however, a

lecturer could receive a zero timebase appointment and remain eligible for new and additional work under article 12.29. **IF YOU HAVE A ONE- OR THREE-YEAR CONTRACT AND ARE REDUCED IN TIMEBASE OR DISCONTINUED ALTOGETHER FOR THE WINTER QUARTER OR SPRING SEMESTER, CONTACT YOUR LECTURER REP AND/OR FACULTY RIGHTS CHAIR IMMEDIATELY.**

In all cases of layoff, CFA will send the administration detailed requests for information so that we can be sure that the process is being fairly implemented and that the administration does not use the budget crisis arbitrarily to target certain employees (such as more highly paid lecturers or lecturers about to qualify for three-year contracts).

WHAT ELSE CAN YOU DO?

If your timebase, (the number of courses you teach) is reduced, there are a number of important things you can and should do to help yourself and others.

CFA wants to keep track of people who lose work. We need to know what is happening on the campuses and in the system. Contact your lecturer representative and describe your circumstances. We may develop new ways to help you after this letter comes out.

If you lose work and don't earn a lot of other money, you have the right to collect unemployment benefits. Go to <http://www.calfac.org/unemployment.html> for complete information. Call your lecturer rep with questions or for help.

You should also continue to apply for work to your department(s), informing the chair early in each quarter or semester what you have taught and what you can teach in subsequent terms. The work will eventually return!

THE LAST TIME AND THIS TIME

In the 1991-93 budget crisis about 3500 lecturers lost their jobs. At that time, CFA was not able to mount a major campaign to protect jobs and instruction. On a few campuses protests were held and fusses were made. Mostly the CSU administration did what it wanted to do. This time, we are willing and able to fight and lecturers have taken considerable leadership in this struggle. With your help, we can make a real difference in how things go and we can come out the other end of this crisis much stronger than ever. In order to succeed, we need your participation as a member, as a supporter, as a helper. We need your input, your insight, and your imagination. Be sure to join CFA if you haven't already. You can join at our website: www.calfac.org. Numbers make a difference. The more of us who help out, the more CFA is able to do. Contact your CFA lecturer representative today.

*Best regards,
CFA Lecturers' Council*

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Copies of this Information Update may be printed from the CFA web site at
<http://www.calfac.org/lecturers.html>