

(PUT ON CFA LETTERHEAD AND NICE PAPER)

August-September 2004

Dear Colleague,

On behalf of the more than 20,000 CSU faculty represented by the California Faculty Association, it is my great pleasure to welcome you to the California State University.

You are fortunate to be joining a system that has collective bargaining guaranteed by law to the faculty. CFA represents CSU Bargaining Unit 3, which includes all instructional faculty, counselors, librarians and coaches at the 23 CSU campuses on matters broadly relating to salaries and working conditions.

One of CFA's major responsibilities is to bargain a contract (or collective bargaining agreement) that establishes and guarantees faculty rights and determines salaries, workload and other conditions of employment. The faculty's contract covers and protects you beginning with your very first day of employment in the CSU; it allows you to enjoy the rights that have been won by faculty over more than two decades of bargaining with the CSU administration.

In contrast to many other universities, for example, you will have the right to inspect your personnel file and to remove materials that you feel are inaccurate or inappropriate. Furthermore, those evaluating you must limit themselves to reviewing materials in your file and may not consider hearsay or other undocumented information.

The contract also provides you with the right to challenge the results of evaluations and to appeal to an external arbitrator should a final decision be negative. This right is particularly significant. According to our national affiliates, ours is the only faculty contract in the nation that gives an independent arbitrator binding authority to overturn a campus president's denial of tenure.

We believe that due process rights such as these are critical to protecting academic freedom in the university. We are especially interested in helping our newest colleagues establish successful careers in the CSU. We hope you will become familiar with the faculty contract, which can be found along with other important information related to your CSU employment on CFA's Web site at [www.calfac.org](http://www.calfac.org).

In addition to bargaining, CFA is active on the political front in the government. CFA has worked hard to make certain that state budgets and state laws provide the best for the CSU, its faculty and students. CFA participates to the largest degree possible in CSU budget decisions. We are proud that hundreds of faculty join with our professional lobbying staff each year to talk one-on-one with legislators about the systems' needs and the faculty's concerns.

As you are undoubtedly aware, this has been an especially difficult year for California's state budget. CFA has been particularly vigilant in working to protect the CSU, its students and its faculty and staff. This Fall, we will be challenged to ensure that each campus administration honors the commitment contained in the new state budget to protect the educational mission of instruction to the greatest degree possible. We urge you to become familiar with this commitment, included in the budgetary Supplemental Report Language, and to help your colleagues press for compliance with it. Although you are new to the CSU, let CFA know if you see cases of cuts in instruction and student services, or excess spending in non-instructional areas.

CFA regularly sponsors legislation in Sacramento. Recently we won passage of bills that expanded health care and retirement benefits as well as strong statutory due process protections. We also successfully convinced the legislature to conduct an audit of the CSU management's new computer system which brought to light serious problems with oversight and excess spending.

CFA works to elect candidates to state office who support public higher education and are sensitive to faculty issues. To date we have elected two CFA members to the state legislature and one, San Marcos business management professor George Diehr, to the board of the California Public Employee's Retirement System.

All of these accomplishments are the result of hard work by many of your faculty colleagues. We can continue that tradition only if new faculty members become active in support of the university and of their faculty association. CFA welcomes your participation, and we sincerely hope you will join us in the work that is shaping the future of the CSU.

The first step is to join CFA. A membership form is included in this packet. Even though all faculty members pay fees to support the representation work of CFA, only those who sign this form are actually members. Please take a moment to sign.

Once again, we extend our warmest welcome to you. We are pleased to have you as a new colleague and we are committed to supporting your work in the university.

Sincerely,

In union,

John Travis  
CFA President  
Humboldt, Political Science