



INFORMATION FOR NEW CSU FACULTY MEMBERS

**FROM THE
CALIFORNIA FACULTY ASSOCIATION
August-September 2004**

ATTACHED

- **About CFA: The Faculty's Union**
- **Active Membership Application**
- **What You Can Find on the CFA Web Site**
- **CFA Fall Calendar**
- **CFA's Fall 2004 Program of Action**

ALSO IN THIS FOLDER

- **WELCOME: from CFA President John Travis**
- **Benefits of CFA Membership**
- **Know Your Rights as a Faculty Member**
- **Brochure: 10 Reasons to Join CFA**
- **NEA Certificate of Insurance**
- **Information from your campus CFA Chapter**

CFA: The Faculty's Union (layout)

From CFA Bylaws:

The CFA is established
to strengthen the cause of higher education for the public good;
to promote and maintain the standards and ideals of the profession;
to provide a democratic voice for academic professionals within the CSU;
to provide legislative advocacy responsive to the special needs of academic professionals; and
to maintain written contracts of employment (memoranda of understanding) covering salaries, working conditions, and other terms and conditions of employment.

These memoranda of understanding shall seek:

- a. to obtain explicit guarantees of academic freedom and tenure as exemplified by the AAUP 1940 Statement of Principles of Academic Freedom and Tenure, the 1958 Statement of Procedural Standards on Faculty Dismissal Proceeding, the 1971 Procedural Standards on the Renewal of Faculty Appointments and the 1980 Report on the State of Part-Time Faculty;
- b. to create orderly and clear procedures for prompt consideration of problems and grievances of bargaining unit members;
- c. to promote and protect the economic and professional interests of faculty in accordance with the recognized principles of responsible academic practice and to seek the development or improvement of self-governing mechanisms internal to the faculty of each institution as exemplified by the AAUP 1966 State of Government of Colleges and Universities;
- d. to promote unity among academic professionals and thereby enhance the effectiveness of the CFA in bargaining.

In 1983, the California Faculty Association negotiated the first collective bargaining agreement with the CSU administration on behalf of the faculty in the CSU. Collective bargaining came about because an overwhelming majority – 85 percent – of the CSU faculty voted that they wanted it. That vote was prompted by concerns about eroding salaries, growing bureaucracy in the CSU administration, and the need for a strong advocate to give voice to the faculty's commitment to and concerns about accessibility to and quality of public higher education.

These are the same concerns today.

CFA is funded by the faculty it serves. Every faculty member pays either an "agency fee" or membership dues. Membership includes additional benefits and rights within the organization. Regardless of membership, CFA is dedicated to its duty under the higher education law to represent fairly every one of the CSU faculty. The contract covers, and CFA membership includes, all the faculty — tenure-track, lecturers, librarians, counselors and coaches.

Please join. Explore the benefits. And look for ways to participate in the CFA chapter on your campus. Check out the CFA web site, magazines, and other publications. And please participate in CFA's Fall 2004 programs to Rebuild the CSU.

Together each of us is stronger.

**CALIFORNIA FACULTY ASSOCIATION
ACTIVE MEMBERSHIP APPLICATION**

(please print out form and fax or mail to the address below)

Please enroll me as a member of CFA. I hereby authorize the State Controller to deduct from my pay warrant and transmit, as designated, an amount for CFA membership dues and any benefits program for which I have applied and which is sponsored by CFA. This authorization will remain in effect until I send a written notification to CFA.

Last Name _____

First Name _____ Middle Initial _____

Social Security Number _ _ _ - _ _ - _ _ _ _

Street Address _____

City/Town _____

State _____ Zip _____

CSU Campus _____ Department _____

Area Code _____ Home Phone _____

Campus Phone _____

Email Address _____

Signature _____ Date _____

All active and associate CFA members are also members of the California Teachers Association/National Education Association (CTA/NEA) and the California State Employees Association/Service Employees International Union, AFL/CIO at no additional cost. AAUP membership may be available upon request.

Dues are 0.95% of gross CSU salary. Minimum monthly dues are \$10. Reduced dues are available upon request for NEA Life or CTA/NEA members in another California chapter. Voluntary CFA-PAC contributions are \$3/\$6 depending on income. Dues payments and contributions to CFA-PAC are not deductible as charitable contributions for federal income tax purposes. Dues payments may be deductible as a miscellaneous itemized deduction.

**FAX TO: (310) 410-1240
MAIL TO: California Faculty Association
5933 W. Century Blvd. #216
Los Angeles, CA 90045
Attn: Membership Processing**

California Faculty Association
ON THE WEB AT
www.calfac.org

Among the many features and items you can find on CFA's web site, there are:

- **Breaking News:** CFA Headlines of the week & Coming Events
- **Action:** on bargaining, the budget and a range of CFA issues and campaigns
- **About CFA:** Directories of contacts and links
- **Contract & Representation:** See the contract, learn about grievance help
- **Membership:** Interactive application, retirees' and members' benefits info
- **Politics:** CFA's legislative agenda, electoral action & links to government
- **Publications:** Lecturer's Handbook, *California Faculty* magazine, the Research Center with research briefs and studies, and more
- **Committees:** Information for Lecturers & Counselors, on Affirmative Action and other on Committees & Caucuses
- **Chapters:** Contact information for and links to your campus chapter

California Faculty Association
CALENDAR OF FALL 2004 EVENTS

(Please check with your CFA chapter for additional events on your campus.)

SEPTEMBER

9/10-9/11 CFA Lecturers Council Meeting, Los Angeles
9/14-9/15 CSU Board of Trustees Meeting, Chancellor's Office, Long Beach
9/18 CFA Emerging Leaders Conference, Los Angeles

OCTOBER

10/4 First day to request absentee ballot for Nov. 2 election
10/11 Columbus Day (observed)/CFA offices closed
10/15 CFA Board of Directors meeting, Sacramento
10/16-10/17 CFA 61st Assembly, Sacramento
10/18 Last day to register to vote for Nov. 2 election
10/26 Last day to submit absentee ballot request for Nov. 2 election
10/27 CSU Board of Trustees Meeting, Chancellor's Office, Long Beach

NOVEMBER

11/2 General Election
11/11 Veterans Day/CFA offices closed
11/16-11/17 CSU Board of Trustees meeting, Chancellor's Office, Long Beach
11/24-11/26 Thanksgiving Break/CFA offices closed

DECEMBER

12/3-12/4 CFA Board of Directors meeting, Los Angeles

CALIFORNIA FACULTY ASSOCIATION **Program of Fall 2005 Activities**

Dear colleagues,

We hope you will join us in participating in CFA activities this academic year. The challenges are great. The need is urgent.

As educators and mentors for our students it is incumbent upon us to set the example for those who would stand up for public higher education in California.

Please contact your campus chapter or write to us at <cfa@calfac.org> to find your way into action.

The Officers of the California Faculty Association

John Travis, President, Humboldt State
Lillian Taiz, Vice President, Cal State Los Angeles
Patricia Evridge Hill, Secretary, San Jose State
Kim Geron, Treasurer, CSU Hayward
David Bradfield, Associate V.P. South, CSU Dominguez Hills
Mark Sekelick, Associate V.P. North, Maritime Academy
Elizabeth Hoffman, Associate V.P. Lecturers, CSU Long Beach

Bargaining

In Spring 2005, CFA will begin bargaining with the CSU Administration for a “successor” contract for members of Unit 3: the instructional faculty, coaches, counselors, and librarians of the CSU. To prepare, the union will distribute a bargaining survey this fall to collect your input into the bargaining priorities. Later in the fall and winter, CFA chapters will hold campus meetings on the bargaining priorities and to plan for campus-based activities to support our negotiating team at the bargaining table.

Save Classes

Now that the legislature has restored more than \$40 million to the CSU budget, the faculty must make sure campus administrations provide as many class offerings as possible with the additional funding. Faculty members must hold our respective campus administrations accountable and to work with students and staff to be certain that instruction and services for students are treated as a priorities on every campus.

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Political Action

The November 2004 elections will be critical for the CSU. We need to ensure that our elected officials in California's state government understand the vital role of the CSU to the state. We must support those in the legislature who recognize the role of the CSU in the Master Plan for Higher Education adopted more than forty years ago. CFA will ask faculty members and students in key electoral districts to participate in local campaigns of candidates who support the need to rebuild the CSU.

There will be several important initiatives on the November 2 ballot that could have an impact on faculty members and on CSU students. In particular, CFA is interested in Prop 72, which would require large and mid-sized employers to pay for health insurance for employees, extending coverage to an additional 1.1 million working people and their children. Among these will be a great many of our students who work. By providing health insurance to more people, there would be less pressure on the small discretionary portion of the state budget from which comes funding for both the CSU and for emergency medical services to the uninsured.

CFA's national affiliates are in the process of making endorsements on national races including the presidential elections. CFA will communicate with you regarding those endorsements as we receive information.

Membership Recruitment

The more members CFA has, the stronger CFA will be when our negotiating team gets to the bargaining table in the spring. CFA will conduct a membership recruitment program this fall. You can participate by sharing information about CFA with your colleagues.

Activist Development

The more CFA members who are active on behalf of the union, the more success members of Bargaining Unit 3 will enjoy and the more influential we will become in determining the quality of instruction and the level of resources our university receives. To help faculty members find ways to participate effectively, CFA will sponsor an Emerging Leaders Conference in September.

Communications

Please keep your eyes open for our Fall "Welcome Back" report that will be distributed to faculty members in your campus mail boxes. The publication will provide more specifics on our fall programs and information on how to become active.

Also, you may go to <http://www.calfac.org/headlines.html> to sign up for the CFA Headlines — a weekly email publication about CFA activities and issues important to

the faculty and our university. The next issue of *California Faculty* magazine will appear in our campus mail boxes in the first week of October.

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