From the California Faculty Association

CFA SPECIAL HEADLINES
Fight for Five Edition!
November 19, 2015 · Weekly news digest from CFA
*Headlines will go on break for the Thanksgiving Holiday. Headlines returns Dec. 2, 2015

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Faculty, students, allies converge to Fight for Five in Long Beach

On Tuesday Nov. 17, faculty, students, community leaders, labor allies and supporters showed Chancellor Timothy White and the CSU Board of Trustees what solidarity and strength looks and sounds like.

More than 1,000 people converged on Golden Shore in Long Beach that day to march and rally for increased investment in faculty salaries.

CFA is fighting for a 5% General Salary Increase (GSI) for all faculty and a 2.65% Service Salary Increase (SSI) for eligible faculty. CSU management has refused to move off of its paltry 2% raise in the second year of the contract, resulting in the sides reaching impasse and CFA members authorizing a strike if agreement isn’t reached.

“Our turnout and energy showed CSU management, without a doubt, just how strong we are and what it will look like if we are pushed to strike,” said Jennifer Eagan, CFA President and a professor at Cal State East Bay.

CFA’s November 17 day of action began at 5 am with faculty picketing in front of the
Chancellor’s office. As chants peppered the early morning air, Southern California TV news crews interviewed CFA leaders.

The picket continued into mid-morning, when faculty began arriving at the march starting point about a mile away. There, the crowd gathered their picket signs and were entertained with music from a truck bed stage while they waited for the 11 am march.

As a live news feed covered the marchers embarking on the trek to the Chancellor’s Office, the huge crowd headed down Elm toward Ocean Boulevard. Once on Ocean, they chanted and beat drums, pausing at three hotels along the way to show support for workers, who came outside to support the Fight for Five.

At the corner of Ocean and Golden Shore, marchers received horns, whistles and clappers. The noise from the chanting and noisemakers echoed for about a quarter mile, and could be heard inside the Trustees meeting.

“Ignoring us seems to have been your strategy so far, and it’s not working,” Eagan told Trustees earlier that morning.

“We are your faculty. We’re not going away, and we’re not getting any less angry as time passes. We urge you to open your eyes, hear the voices outside, and respond to honor your faculty and avert a strike. It’s within your power.”

Inside the Trustees’ chambers, California State Assembly Speaker Toni Atkins and Lt. Governor Gavin Newsom, both ex-officio members of the CSU Board of Trustees, expressed a desire to resolve the contract fight and the need to unify for the sake of advocating for CSU state funding moving forward.

Kevin Wehr, chair of the CFA Bargaining Team and a professor at Sacramento State, told Trustees that faculty “don’t want to strike, but we can and we will.”

“Your stubbornness has brought us to this place,” he said. “…It’s time to give back to those who labor in the trenches. You have to invest in those who make the students succeed: the faculty and staff.”

Jen Ovalle, a student at CSU Dominguez Hills said students would support faculty if
they strike because they need “teachers who can spend time with their students.” Students have very little sympathy for Chancellor White, given that he “earns more than the President of the United States,” she said.

The crowd overflowed the plaza and street during the noon rally, where CFA officers, lawmakers, students and labor leaders urged the CSU to invest in the classroom instead of the boardroom.

Art Pulaski, Secretary-Treasurer of the California Labor Federation, AFL-CIO told Trustees that workers throughout California support CFA’s Fight for Five, and then told the crowd that if faculty strike, labor is behind us. He also penned a letter to Chancellor White detailing labor’s support.

"On behalf of 2.1 million union members, we understand your plight. If you need to stop, put down your pens and pads and paper and get the attention you need, we will support you," Pulaski told rally participants.

Assembly Speaker Toni Atkins, incoming Assembly Speaker Anthony Rendon, and Assemblymember and Chair of the Assembly Labor Committee Roger Hernandez, and Chair of the Assembly Education Committee Patrick O'Donnell were among elected officials who pledged their support for the Fight for Five during the rally. Assembly candidate Raul Bocanegra, Senate candidate Anthony Portantino, and Eric Bauman, vice chair of the CA Democratic Party and Chair of the LA County Democratic Party also addressed those gathered at the rally.

The crowd also heard from SEIU California State Council Executive Director Jon Youngdahl, Cal Poly Pomona student Berny Orantes, alumni Pati Guerra, and Carly Kirchen of Unite HERE.

The day concluded in the late afternoon with picketing in the quad outside the Chancellor’s Office, where dozens of faculty and students chanted and beat drums until the meeting inside concluded.

“We are the union! The mighty mighty union! Fighting for justice! And for education!”

•  Click here to view a photo gallery of the Nov. 17 Fight for Five

Factfinding begins Monday; CFA files Unfair Practice Charge

CFA will begin factfinding on Monday, November 23. As reported, in factfinding, we will make our case that 5% and an SSI are fair terms for settling the salary dispute. Once
factfinding is completed, we are legally permitted to begin job actions up to and including strike.

Even as we proceed with factfinding, on Thursday, Nov. 19, CFA filed an unfair labor practice charge (ULP) with California’s Public Employer Employee Relations Board (PERB).

The ULP argues that the CSU has been bargaining in bad faith. The charge is based on language in HEERA which requires that the CSU and CFA reach an agreement on salary before the university sends a budget request to the legislature and governor.

In fact, in both 2015-16 and 2016-17 the CSU made Support Budget requests that included their plan to implement a 2% faculty salary increase for each year. By making a budget request prior to reaching agreement with CFA on what would be needed to offer an adequate salary pool and by arguing that they have “allocated $65.5 million for a 2 percent compensation pool for all employees,” and limiting discussion of salary to that predetermined pool, the CSU has “violated its duty to meet and confer with CFA in good faith.”

In his remarks to the Board of Trustees on Wednesday November 18 Kevin Wehr highlighted the problem. “What you fail to understand is that deciding what you think is fair compensation for your employees before the bargaining process even begins is not bargaining in good faith,” Wehr said. “Indeed Section 3572b HEERA of recognizes that fact and says that once we reach an agreement ‘an appropriate request for financing or budgetary funding for all state-funded employees… shall be forwarded…to the Legislature and the Governor.’ You have put the cart before the horse.”

CFA and CSU management have been bargaining since May over faculty salaries for the second year of the Unit 3 contract.

**Speaker Toni Atkins urges CSU to settle with faculty**

Assembly Speaker Toni Atkins message to the CSU Trustees Tuesday was crystal clear when she urged them to come to agreement with faculty over our salary dispute.

That afternoon, after speaking to the Trustees inside the Chancellor’s Office and the crowd of about 1,000 gathered outside in the plaza, Atkins (D-San Diego) issued a news release detailing her support of increased investment in faculty salaries.
“CSU built up a lot of goodwill in the Legislature this year, and my colleagues and I appreciated the University’s approach of no tuition-increase threats, their relative restraint on executive compensation, and their working collaboratively with students, faculty, staff, and alumni to make CSU’s case,” Atkins said in a written statement. “Those actions, and CSU’s commitment to prioritizing the enrollment of more California students and improving graduation rates, helped secure more money from the state. “Stonewalling on needed and deserved salary increases for faculty will chip away at legislators’ confidence in the system, and maintaining that confidence is imperative as we fight to bring additional funding to CSU,” she wrote.

Atkins, an ex-officio member of the CSU Board of Trustees, also noted that the CSU’s management was taking the system to the brink of strike by insisting it can’t raise faculty pay by more than 2%, despite CSU faculty working at pre-2004 wages.

- Click here to read the news release by Assembly Speaker Toni Atkins

Long Beach student Nohemi Gonzalez remembered at rally, vigil

Cal State Long Beach student Nohemi Gonzalez was honored with a moment of silence during CFA’s rally Tuesday.

Gonzalez, 23, was among those killed in the Paris terrorist attacks. She was studying at the State College of Design in Paris as part of a semester abroad program.

“We want to honor her memory and those whose lives were lost,” said Melina Abdullah, a professor at Cal State Los Angeles and emcee of CFA’s noon rally.

Gonzalez worked as a teaching assistant at Long Beach and as a shop technician. She oversaw lower-division students on their design projects, according to the LA Times report.

“Even as a freshman, she exhibited leadership. She owned the stage whenever she presented,” David Lee, a design instructor who taught Gonzalez, told the LA Times. “Her magic and beauty was so effortless.”

The campus held a vigil for Gonzalez Sunday night. The Academe Blog reported:

As grieving faculty, students and loved ones took to the podium to remember Gonzalez, known fondly as ‘Mimi’, a similar picture emerged—one of a sunny, positive and driven young woman who had an enormous impact on the Design Department, the university and the community.
Standing in testament to her influence, were the hundreds of tearful and somber figures wearing black and yellow ribbons that filled the student union ballrooms, spilled out into the lobbies and overflowed onto the lawn outside. It was a symbol of solidarity and love for Gonzalez, the campus and the global community.

On behalf of the faculty throughout the 23-campus CSU system, CFA extends its deepest sympathies to Gonzalez’s family, friends, teachers and peers.

**News coverage of CFA’s Nov. 17 Fight for Five**

CFA’s march and rally Tuesday drew dozens of news media to Golden Shore in Long Beach and has generated an onslaught of news coverage by print, television, radio and Internet news.

[See the news coverage on the CFA website](#); we are updating it daily.

Have you a seen a story that’s not in our archive? [Email us the link today!](#)

**Watch real time video of the Nov. 17 March and Rally**

Were you unable to join us in Long Beach for our Fight for Five march and rally? Have no fear, the video is here!

[Click here to watch real time video](#) of more than 1,000 faculty, students and allies marching to the Chancellor’s office in Long Beach and the noon rally.

Be sure to share the link with your colleagues and friends via [Facebook](#) and [Twitter](#).

Check out our Twitter feed on the [calfac.org](http://calfac.org) homepage, which is updated in real-time as people tweet news, photos and more related to our Fight for Five.

**Faculty Rights Tip of the Week: What’s in the Appendix?**

What are the Appendices of the Collective Bargaining Agreement?

Our Collective Bargaining Agreement contains nine different appendices. These appendices include lists of the included and excluded job classifications in our unit, the salary schedule, the grievance form, the criteria for 1 and 3 year appointments, the framework for the equity program, the outside employment disclosure form, and various Memoranda of Understanding (MOUs).
This last appendix is especially useful. It contains the “Supplemental Agreements and Letters of Contractual Intent” and covers agreements that go back to 1985. It includes agreements on Post Retirement CSU Employment, the Forgivable Loan Program, Service Salary Increases, various issues on workload, and a variety of other important topics.

These appendices help with interpretation and intent in existing contract language and are especially useful for those involved in faculty rights work.

If you want to learn more about faculty rights on your campus contact your local faculty rights representative.

If you have questions about a faculty rights tip or would like to contribute a tip, please feel free to write us at cfa@calfac.org with the subject line “Faculty Rights Tip.”

Links of the Week

Cal State sets policy on presidential pay
Los Angeles Times
Cal State trustees approved a plan Wednesday to restrict pay for new campus presidents—eliminating the use of private funds to supplement salaries—in a move to quell criticism and controversy in the nation's largest university system.

The policy, approved by the Board of Trustees on an 8-to-4 vote, essentially maintains the current practice of limiting increases for new executives to no more than 10% of their predecessor's pay in most cases.

But the new plan eliminates the use of private foundation funds to supplement state-funded base pay.

That practice was adopted on some campuses to save tax dollars during the recession but it posed conflict-of-interest concerns because most presidents also sit on the boards of campus foundations.

The new policy gives Chancellor Timothy P. White flexibility to negotiate above the 10% cap in “extraordinary” circumstances …

In adopting the revised policy, trustees may have been sensitive to assertions by faculty of misplaced priorities, said California Faculty Assn. President Jennifer Eagan. But, in the end, it appeared to be more window-dressing than substance, she said.

“We are still waiting for the board to discuss faculty salaries as seriously and as often as they devote to executive pay,” said Eagan, a professor at Cal State East Bay.

See the entire story.
Faculty and students from the 23 campuses of the California State University (CSU) system will demonstrate today over a contract fight that they say is critical to the future of higher education in the Golden State. The actions will be highlighted by a march through downtown Long Beach, ending at the state chancellor’s office, where the CSU Board of Trustees is to meet.

Joining Insight to talk about the pay dispute are Kevin Wehr, a sociology professor at Sacramento State University and chair of the California Faculty Association bargaining team, and Laurie Weidner, Assistant Vice Chancellor of Public Affairs for CSU.

A walkout in solidarity with California State University faculty filled the UC Quad with students on Tuesday afternoon. The Humboldt Student Labor Union organized a demonstration to show support for a proposed 5 percent increase to faculty wages.

Hundreds of chanting, banner-waving Cal State faculty members marched to the chancellor’s office in Long Beach on Tuesday, announcing their resolve to walk out of classes in the nation’s largest university system if an agreement is not reached in a long-running pay dispute.

More than 1,000 staff and students marched through the streets of Long Beach, California, on Tuesday to demand a raise for the 26,000 faculty members of the California State University, the nation’s largest public university system.

LONG BEACH – The horns, drums and faint voices of faculty protesters bled through the walls at Tuesday’s meeting of the California State University Board of Trustees.

Faculty members marched to fight for a 5 percent general salary increase as well as additional rates based on years of service, CBS2’s Kara Finnstrom reported.

The battle over salaries between California State University and its faculty intensified Tuesday in Long Beach when hundreds of faculty from 23 campuses protested the university’s latest pay proposal.
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