

## From the California Faculty Association

# CFA HEADLINES

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## Raise our Faculty Voice at the State Capitol on April 4 to say ‘Governor—Fund the CSU!’

CFA, Students for Quality Education, and other CSU advocates scored a victory last week when the CSU Chancellor and Trustees delayed a vote on a proposed tuition hike. Now, faculty and students are shifting focus. Up next: Telling Gov. Jerry Brown to fund the CSU adequately.

On April 4, CFA will host an action in Sacramento urging the governor, lawmakers, and the state to ensure that qualified California students can get into the CSU, afford to stay, get the classes they need, and help to advance California’s society and economy.



The state needs to do better to fund the CSU — at least enough to avoid higher tuition and to admit more qualified students who were promised a seat in the university.

“We have pressed hard on the CSU Trustees and Chancellor that they must step up their game to get the resources from the state that the CSU needs,” said CFA Political Action & Legislation Chair Lillian Taiz. Taiz and other CFA and SQE speakers at the Trustees meeting [last week challenged them to do more](#).

Taiz added, “We hope that they intend to join us in putting pressure on the governor as well as members of the legislature. The time is now.”

Details about April 4 will be announced in coming weeks. Faculty also are encouraged to join CFA leaders at the March 20-21 meeting of the CSU Board of Trustees in Long Beach. [The Trustees will issue their agenda for that meeting](#) 10 days in advance.

CFA also is asking faculty, students and other CSU advocates to attend legislative hearings on state funding between now and June, when the state budget must be adopted. The first hearing will be before the Assembly Budget Sub 2 Committee on Feb. 20 at 3 pm at the State Capitol in Sacramento. [Watch CFA Headlines](#) for more details and other upcoming dates and times.

# Faculty power, hard-won gains under attack; CFA members speak out for public higher education

The case *Janus v. American Federation of State, County, and Municipal Employees, Council 31* is the latest legal threat to the power of working people, including CSU faculty. The case is part of a broader strategy by deep-pocketed political forces to undermine public services, and to erode the common good, including public higher education.

“The intent of the political forces behind this case want to stop public employee unions like ours from bargaining effectively for strong contracts, and to prevent us from advocating for strong public services,” explained CFA President Jennifer Eagan.

“Faculty power means we must all stand together now for quality, accessible public higher education and the kind of society that means so much to us as educators and as Californians,” Eagan said.

At CFA’s annual spring Kickoff last weekend, CFA chapter leaders and activists, heard a rousing presentation on the case, and on how we advance faculty power through our union and, in the process, defend a strong CSU—the People’s University.

Participants learned that a relatively small but extremely wealthy group of conservative funders, among them the notorious Koch Brothers, are promoting the *Janus v. AFSCME* case.

Backers of the case seek to broaden the types of restrictions on workers’ rights that have been adopted by some state legislatures. In those states, pay and benefits for working people have declined across the board, and has especially effected public education, with public services slashed. The origins of those laws are rooted in Jim Crow-era segregation, a racist system that kept working people divided and weakened, the legacy of which we still experience today.

Participants at the CFA Kickoff committed to return to our campuses and talk with faculty members to help us all understand how to defend public higher education, as well as our livelihoods for ourselves and our families.

CFA chapters are planning educational events around the *Janus v. AFSCME* case during the week of February 26 when the Supreme Court is set to hear oral arguments. [Contact your campus CFA chapter](#) for details.

## We are not alone

Meanwhile, CFA allies and affiliates are stepping up. The [American Association of University Professors joined with the National Education Association in filing an amicus brief](#) to the Supreme Court, which is scheduled to begin arguments on the case on February 26.

“The brief we filed argues that fair share fees in public-sector unions are an equitable way to distribute the costs of collective bargaining among all who benefit,” wrote AAUP’s attorneys in a message to AAUP members.

[SEIU](#) is planning events and rallies throughout the nation including California on Feb. 26 to help Californians understand that without the advocacy of public employee unions, the public services that make our state powerful and humane are at risk.



AAUP argues this notion, as well: “Evidence shows that maintaining a robust collective negotiations system advances the public’s interest in providing high quality public services. Studies included in the amicus brief clearly show that unionization in public schools and universities is linked to improved quality of education and of working relationships within educational institutions.”

Many supporters understand the need for organizations that give a true voice to working people in our country. They will join public employees at protests outside the Supreme Court on Feb 26 and at events coast to coast, including on CSU campuses, to speak out against this attack on working people.

## CFA-sponsored bill would mandate proper staffing for campus mental health counseling

A [new bill Senate bill \(SB 968\)](#), introduced by state Senator Dr. Richard Pan and sponsored by CFA and SEIU, will require CSU management to ensure there is at least one full-time-equivalent mental health counselor for every 1,000 students on a CSU campus.



CFA’s Counselor’s Committee has been pressing hard for better staffing of campus mental health centers, responding to a big increase in the student body without administrators staffing up the centers, and in some cases, making decisions to staff mental health entirely with part-time and temporary counselors.

[CSU Stanislaus counselor Martha Cuan told the CSU Trustees](#) last November, “This is a very serious problem on all CSU campuses. Therefore, it’s surreal in this high demand for services and the increase in severity of student mental health issues that the CSU doesn’t want to hire and retain experienced permanent mental health counselors.”

Cuan said, “A recent analysis shows that permanent counseling positions have been reduced by 50% in the last 10 years. As of today, there are seven campuses with no permanent experienced mental health providers.”

SB 968 will require the CSU to report to the legislature by 2020 on its progress implementing the staffing. It calls for an update from the CSU every three years, and urges the UC administration to adopt the same policies.

[Learn more about the growing crisis facing the CSU's mental health Counselors.](#)

## In Other News

**FRESNO CFA CHAPTER HOSTS “UNDOCUMENTED STORIES: A MULTIMEDIA EXHIBIT”:** The Dream Resource Center at UCLA produced this [story-telling exhibit to showcase the lives of today’s undocumented immigrants](#), many of them young students working to improve public policy affecting immigrants in higher education, health and other areas.

Fresno CFA Chapter President Diane Blair says, “We are excited to bring this exhibit to Fresno State in support of our 1,200 DACA students and their families. It’s crucial to hear the stories of our



immigrant community and, now more than ever, we need to connect those stories to the human beings whose lives and dreams are at stake in the current political debates.”

The exhibit will appear March 16-24 in the Fresno University Theatre lobby during the run of the play *Lydia* by Octavio Solis.

**BIG CASH FOR NEW CSU CAMPUS PRESIDENTS, COUNSEL:** At the CSU Board of Trustees’ meeting last week, the [University & Personnel Committee](#) announced that Dr. Adela de la Torre will take the helm of San Diego State in June. Her starting salary — \$428,645. Dr. de la Torre began her career in the CSU as faculty in the late 1980s at Long Beach, which included a stint as chair of Chicano/Latino Studies. She most recently was in management at UC Davis.

The committee also announced the pay for two other executives already at work: Fullerton president Framroze Virjee making \$356,431, and G. Andrew Jones, executive vice chancellor and general counsel, making \$340,505.

## Faculty Rights Tip: Range Elevation Reminder

*Please note: This Tip appeared in the PDF version of CFA Headlines last week, but not in the emailed version due to a technical problem. It is so important and timely we are re-running it to be sure eligible faculty see it.*



Range elevation is the process through which eligible Lecturers and temporary Librarians can increase their salaries by moving from one salary range to the next.

Normally, eligibility requires five years of service in current range and no Service Salary Increase (SSI) eligibility. Thanks to CFA’s Bargaining Team, range elevation has been expanded so that long-term Lecturers, even if they have not maxed out SSIs, may be eligible too.

The administration must send you a notice so that you know that you are eligible to apply. But it is not automatic, as you must apply by the deadline set on your campus. Some deadlines are approaching very soon, and on some campuses the deadlines have passed. [Check your local campus policy](#) to find the deadline that applies on your campus.

If, for some reason, you are denied a range elevation there is a formal appeal process found in [Article 12.20](#) of our collective bargaining agreement

The appeal process has very short timelines and involves a peer-review panel. We recommend that if you are denied and wish to appeal that decision, [contact your CFA Chapter Faculty Rights Representative](#) immediately for advice on your appeal.

Here are some useful links to learn more about range elevation:

- [Range Elevation Resources](#)
- [Individual Campus Range Elevation Policies](#)

See [previous Faculty Rights Tips](#) on a range of topics in our contract.

If you have questions about a faculty rights tip or would like to suggest a tip [please write us](#) with the subject line “Faculty Rights Tip.”

# Links of the Week

## **Republican lawmakers support public union fees in U.S. Supreme Court brief**

[Reuters](#)

A group of about 45 current and former Republican lawmakers told the U.S. Supreme Court that workers' free speech rights do not bar public sector unions from charging workers who are not members agency fees to pay for collective bargaining and other nonpolitical expenses. Those state and local lawmakers filed an amicus brief on Friday urging the high court to uphold its 1977 ruling in *Abood v. Board of Education*, which allows public unions to collect agency fees. (Note: The link to the brief in this article is behind a paywall. [Here is a link to a public post.](#))

## **Tuition hikes on horizon for CSU**

[Capitol Weekly](#)

If no funding alternatives are available, the CSU system will turn away about 31,000 qualified students statewide because the budget only covers basic necessities, according to the California Faculty Association. "I am still in shock with how many qualified students we turn away every year," (Sac State President) Nelsen said in his speech.

## **Salinas native tells Dreamers' personal stories with 'Faces of DACA'**

[The Californian](#)

Faces of DACA, the brainchild of Salinas resident Daniel Diaz, features portraits and stories of more than 20 local DACA recipients. ...A graduate of Hartnell College and California State University Monterey Bay's [CSin3 program](#), an accelerated undergraduate degree in computer science within three years, and with previous software experience at Uber, Diaz used his programming skills to create the Faces of DACA website with his team.

## **Why online-only college a bad bet for California students**

[San Diego Union-Tribune](#)

Commentary by Josh Pechault, president of California Federation of Teachers

## **White supremacists targeting college campuses more than ever**

[CNN](#)

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