Faculty: Raises are coming Dec. 1!

The holiday season is kicking off this year with salary increases for faculty, which are included in our contract extension.

The 3.5% General Salary Increase (GSI) for all Unit 3 faculty took effect Nov. 1, and will be reflected in the paychecks issued Dec. 1.

The contract extension, which is in place until June 30, 2020, also includes a 2.5% GSI effective July 1, 2019. These salary increases, along with other recent gains for faculty, are testament to the power of our union, and our ability to negotiate improvements to our faculty contract because of our collective strength.

“The effort to improve faculty salaries didn’t happen overnight, nor was it a result of faculty being given something by CSU management,” said Kevin Wehr, CFA Secretary and Bargaining Team Chair. “We all fought hard for these gains, starting back in 2015 with our ‘Fight for Five’ campaign to improve faculty salaries. After years of little to no raises, we were on the brink of a five-day strike on all 23 campuses. Our collective action moved the needle, and we’ve been able to continue that momentum during negotiations in the years that followed.”

Since 2016, we have won raises totaling at least 16.5% for all faculty, and more for lower-paid and long-term faculty.

Improvements to the faculty contract don’t stop at salary increases, however. As CFA Vice President Charles Toombs points out in a ‘Radio Free CSU’ podcast, our union is advocating for—and securing—improvements to the contract that incorporate our anti-racism and social justice principles into our work.

“Whenever we have an opportunity to specifically focus on issues related to faculty of color or students of color, we will do that, as we did in our last contract, when we were able to get an
article addressing exceptional service to students. And our intention was to really begin to delve into the cultural taxation piece."

Want to learn more about the contract and CFA’s commitment to bargaining and securing gains for faculty? Click here to learn how when we fight, we win!
Is it time for you to join CFA? Join thousands of us who stand committed to fairness for faculty and to ensuring our increasingly diverse student body receives the quality higher education they deserve. Join CFA today!

Community coming to aid of fire survivors, help still needed

From mopping shelter floors and unpacking donated supplies to searching for displaced animals, CFA activists and staff have been volunteering time and resources to helping support our colleagues and neighbors impacted by the Camp Fire in Paradise.

Faculty activists dedicated countless hours in recent weeks to relief efforts. On Monday, Nov. 19, CFA staff filled an SUV trunk with bottled water, hand sanitizer, and gift cards and headed to Chico, where they cleaned an evacuation shelter and spent hours sorting supplies at a distribution center and packing a van with food, toiletries, clothes, and blankets for evacuees sheltered in nearby Chester.

On Thursday, Nov. 29, members of CFA’s Capitol Chapter will join with other union members at Sacramento State to hold a ‘Unity Break’ and collect donations for fire relief efforts. Click here for details.

The Camp Fire is the deadliest blaze in California history, having resulted in 88 deaths and the destruction of 13,972 homes and 4,821 other buildings, and destroyed more than 240 square miles. The fire impacted more than 1,640 Chico State faculty, staff, and students, with 166 of those reporting having lost their homes, according to campus news.

The outpouring of help and care has been meaningful for survivors and those helping them, and continued support will be needed in the weeks and months to come, said Susan Green, CFA Treasurer and a Chico State professor.
“Everyone has been so generous with their time and donations, and we need to keep that giving spirit alive. The immediate threat is over, but so many families and people are still struggling and those needs are going to be amplified moving into the holidays and winter,” she said.

A disaster relief fund also has been established at Channel Islands for students, faculty, and staff impacted by the Hill or Woolsey Fires. Click here to donate or apply for relief.

This week, Chancellor Timothy White was at Chico State—which had been closed for more than two weeks—and thanked volunteers from the campus for all they’d done and would be doing in coming weeks and months for the Camp Fire evacuees. The power of the CSU, White said, is in its size and ability to respond to crises such as these.

The university established the Wildcats Rise Fire Recovery Fund to help those directly impacted by the Nov. 8 fire. To date, more than $512,000 has been raised.

Here are more ways to donate and/or help those impacted:

- **Caring Choices** is helping connect volunteers with various relief efforts. Click here for information or to make a monetary donation.
- The North Valley Animal Disaster Group is caring for animals in the evacuation zone and in shelters. Click here to learn more and donate.
- The Wildcats Rise Fire Recovery Fund is providing financial assistance to students, faculty, and staff for clothing and household goods, electronics such as computers and phones, transportation, child care assistance, temporary housing, school supplies, and meal assistance. Click here to donate and learn more.
- **SEIU California’s Disaster Relief Fund** provides financial assistance to union members impacted by the California wildfires. Click here to learn more and make a donation.
- CTA also maintains a **Disaster Relief Fund**, which provides members (including CFA members) with financial assistance for significant loss due to disasters in California. Click here to learn more and/or apply.
- **California Volunteers** was created by the Office of the Governor to help connect people with volunteer opportunities. Click here to get connected.

**Victory! Thurmond, Lara emerge as winners**

After weeks of ballots being counted, the results are finally in and two CFA-endorsed candidates have been declared winners in their bid for statewide office.

Tony Thurmond secured the post of Superintendent of Public Instruction and Ricardo Lara was declared the victor in the race for state Insurance Commissioner.

Thurmond, a social worker and Assemblymember who has stood beside CFA in contract fights to improve faculty salaries, beat charter school venture capitalist Marshall Tuck 50.9% to 49.1% respectively.
As Superintendent of Public Instruction, Thurmond will be an Ex Officio member of the CSU Board of Trustees.

Lara, a state Senator and San Diego State alumnus, has collaborated with CFA for years in our efforts to improve faculty working conditions and student learning conditions. Lara beat incumbent Steve Poizner 52.6% to 47.4% respectively.

“It is so heartening to know that we have allies who will advocate for our CSU students and colleagues, and who hold fast to social justice values and principles and the need to protect public higher education,” said Margarita Berta-Ávila, President of CFA’s Capitol Chapter and a Professor of Education at Sacramento State.

Congratulations to Tony Thurmond and Ricardo Lara, and all CFA-endorsed candidates who succeeded in the election!

Faculty Rights Tip of the Week: Emergency Leave

The Collective Bargaining Agreement provides for leave for faculty who need to take time off due to emergency situations. While several campuses closed operations in the past weeks, others stayed open. It’s important to know that regardless of your campus's open/closed status, you're entitled to paid leave if you need it.

Article 23.19 provides, "An emergency leave with pay may be granted to a faculty unit employee by the President in the event of a natural catastrophe or an emergency situation that places the health or safety of the faculty unit employee in jeopardy. The President may also grant emergency leave to faculty unit employees who require leave due to violent crimes, domestic violence, and/or sexual assault. Such leaves shall normally be of short duration."

Additionally, CFA is negotiating with the Chancellor's office on the topic of donated leave so that members can help out their colleagues who are unable to return to work due to natural disasters or state of emergency situations.

Want to learn more? Become active with your local CFA chapter faculty rights team. Find your representative here.

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

UNITING TO HELP: CFA activists at Sacramento State will be joining with other union colleagues to collect donations for fire victims during a Unity Break from 10-10:30 am Thursday, Nov. 29 in the Library Quad.

The donation drive will be collecting diapers (size 4, 5 & 6 only), tarps, new underwear (all sizes), and new socks (all sizes).

Faculty are encouraged to stop by (wear red!) and participate, and donuts and coffee will be served. For more information, contact Nicki Mehta, CFA’s Membership and Organizing Chair, at nmehta@calfac.org.

TIMING IS EVERYTHING: The California State University has extended the priority application deadline for Fall 2019 admissions to Saturday, Dec. 15.

The deadline was extended in recognition of “many prospective students, their families and communities facing hardship due to wildfires affecting the entire state,” according to a CSU news release.

All 23 campuses began accepting applications for admission to the fall 2019 term through the Cal State Apply website on October 1.

TUNE IN: The winter is a great time to catch up on our CFA podcast, ‘Radio Free CSU.’

There are currently seven episodes of the podcast, which focus on our Anti-Racism and Social Justice Transformation principles and work.

Listen to CFA leaders discuss how we are centering anti-racism as part of our mission, that we can be part of the solution to addressing racism, and how a race-class narrative can unite working people.

Click here to listen today! The podcast also is available via iTunes.

Links of the Week

Californians want more funding for public higher education, survey shows
LA Times
Most Californians believe higher education should be a top priority for the new governor and support increased funding for public colleges and universities, according to a new survey by the Public Policy Institute of California.

Looks like Modesto Junior College classes will be canceled due to strike, after all
Modesto Bee
With a two-day strike looming next week, the Yosemite Community College District and a faculty union released statements airing the key bargaining issues in the prolonged negotiation.

Betsy DeVos reinstates controversial gatekeeper of for-profit colleges
Washington Post
Education Secretary Betsy DeVos on Wednesday restored federal recognition to a controversial agency that accredits for-profit colleges, reversing an Obama administration decision to put it out of business.
Professors are selling their plasma to pay bills. Let’s hold colleges’ feet to the fire

The Guardian

Former New York mayor Michael Bloomberg recently gave $1.8bn to his alma mater, Johns Hopkins University in Baltimore, Maryland, for financial aid. The donation, the biggest gift of its kind, will enable Johns Hopkins to ensure permanently need-blind admissions. Bloomberg’s big-ticket donation has received plenty of headlines – and criticism – for simply adding to the coffers of an already elite institution. To me, however, his donation highlights another problem involving money on campus that no philanthropist seems to want to touch: the sheer amount of terribly paid adjuncts now toiling away at American universities.

FBI now classifies far-right Proud Boys as ‘extremist group,’ documents say

The Guardian

The FBI’s 2018 designation of the self-confessed “western chauvinist group” as extremist has not been previously made public.

Is a new toxic danger threatening California?

Capital & Main

There are many well-documented threats to California’s drinking water resources, but the latest has sprung to prominence only relatively recently, and has regulators and lawmakers scrambling for a response.

Midterms show educators have been swept into office in record numbers

The Guardian

A new wave of teachers’ strikes could soon hit US schools, with educators in Chicago and Los Angeles considering walkouts. And after the midterm elections, they will have stronger allies.

As teachers flee Bay Area housing crisis, one school district tries new approach

Mercury News

Faced with a mounting crisis as teachers leave the Bay Area in droves because they can’t afford to live here, a San Mateo County school district is pioneering a new solution. Jefferson Union High School District is set to break ground next year on 116 low-cost apartments to house its teachers and staff. The project is unique in the way it’s funded — via a $33 million voter-approved bond, thought to be the first in the nation dedicated exclusively to building teacher housing. Now other local school districts, also faced with a dire need for affordable employee housing, are considering similar ballot measures.

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