

From the California Faculty Association

CFA HEADLINES

December 3, 2013 · Weekly news digest from CFA

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Just in time for the holidays: Raises hit paychecks

Faculty members should notice a slight bump in take-home pay this week as General Salary Increases were scheduled to be included in Dec. 1 paychecks.

The amount, negotiated last summer between CFA and CSU management, is about \$960 per year (\$80 per month). It will be paid retroactively.

The salary increase applies to all faculty members, including tenure track, lecturers, librarians, coaches and counselors. Extension work, which has a separate funding mechanism, is not included in this increase. It is our understanding that some special payroll programming will be needed, especially for those who were not on payroll last summer. This may delay the raise for some people.

Most members are reporting that the raises went through. If the increase was not included in your paycheck, please contact your campus payroll office.

For more information on the increase, click here. (NG – Will hyperlink to <http://www.calfac.org/post/frequently-asked-questions-reopener-salary-settlement>)



Hate crime prompts outrage, call for action

A recent hate crime at San Jose State that led to charges filed against three students has led to demonstrations on campus and is prompting calls for increasing student access to ethnic studies courses.

Prosecutors filed misdemeanor hate crime and battery charges Nov. 20 against three students after they allegedly harassed their roommate, with whom they shared a four-bedroom on-campus suite. A fourth student has been suspended. The students allegedly called the African American student names, outfitted the dorm suite with a Confederate flag, locked him in his room, wrote the “N-word” on a dry-erase board in the living room and put a bicycle lock around the young man’s neck, the San Jose Mercury News reported.

If convicted, penalties could include anything from probation to up to a year in jail. University discipline also is possible, according to the Mercury News report.

The CFA's Council for Affirmative Action deplores the hate crime, and stands in solidarity with the victim and those who support him.

"There is no place in a civilized society, and especially not at an institution of higher learning, where these actions are acceptable as a prank or joke," said Cecil Canton, CFA's Associate Vice President for Affirmative Action.

"At a time when SJSU is considering eliminating or reducing Ethnic Studies offerings that would prepare our students for living peacefully and justly with others, this outrageous action underscores the need for increasing and enhancing these offerings for all students. We applaud those students, faculty, administrators and community members who have taken a stand to support the victim of this senseless crime and have called for the perpetrators to be brought to justice," he said.

Click here to watch a student demonstration held on the San Jose campus. (NG-Will hyperlink to <http://abclocal.go.com/kgo/video?id=9339530>)

Federal government seeks input from contingent faculty

U.S. Rep George Miller and the House Committee on Education and the Workforce Democrats are seeking input from contingent faculty and instructors on working conditions at colleges and universities.

The eForum, to which participants can submit their stories until Friday, Dec. 20, aims to obtain feedback on how long one has worked as contingent faculty or instructor, descriptions of compensation, benefits, job stability and support, whether conditions help or hinder access to a successful career and how working conditions aid or prevent the ability to do one's job and impact student achievement.

Submissions may be made online at <http://democrats.edworkforce.house.gov/eforum>, emailed to adjunct.eforum@mail.house.gov or mailed to Honorable George Miller, Senior Democrat Committee on Education and the Workforce, Attn: Adjunct eForum, 2101 Rayburn House Office Building, Washington, DC 20515.

Maria Maisto, President of New Faculty Majority and Executive Director of the NFM Foundation, testified to the committee in November, and last week, was featured in a segment on adjuncts on the Melissa Harris-Perry show on MSNBC. Click here to read and watch the story. <http://www.msnbc.com/melissa-harris-perry/the-tenure-track-professors-face-low-pay>

Faculty Rights Tip of the Week: Unfair Labor Practice

This weekly CFA Headlines feature offers a brief "Faculty Rights Tip" or short information piece about the faculty contract.

FACULTY RIGHTS TIP: ULP Charge

The Higher Education Employer-Employee Relations Act, HEERA, is the California statute covering employer-employee labor relations for the CSU and the UC systems (Another act provides for Community Colleges). HEERA is similar to the National Labor Relations Act (NLRA), but it is tailored to public employees in the CSU and UC. HEERA provides a number of employee and union rights including our right to collective bargaining.



When the CSU Administration violates the act (by changing the terms and conditions of employment without bargaining for example), the union may file an Unfair Practice charge (also called an Unfair Labor Practice or “ULP,” borrowing from labor language of the NLRA). The complete text for HEERA may be found here - <http://www.perb.ca.gov/laws/HEERA.aspx>

To learn more about faculty rights [contact your campus CFA representative](#)

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.”

CFA supports Wal-Mart workers

About 200 people, including CFA members, rallied in front of a Wal-Mart in the Baldwin Hills area of Los Angeles as Black Friday shoppers crowded the store.



Protestors, Wal-Mart workers and community and church leaders call for better working conditions and higher pay for workers. Shown in the photo are past CFA VP-Lecturers Elizabeth Hoffman (retired, CSU Long Beach), Doug Domingo-Foraste (CSU Long Beach), Larry Hendel (CFA Field Director-North) and his wife Lucy Clarke.

The average Wal-Mart employee salary is about \$17,000 per year. Organizers are demanding \$25,000 per year for workers. Wal-Mart CEO Bill Simon earned \$35 million in income, while the company generated \$17 billion in profits last year alone.

Demonstrations occurred in 1,500 out of 4,000 Wal-Mart stores nationwide.

Same-Sex Marriage & Your Rights

Earlier this year, the U.S. Supreme Court ruled in a case concerning the Defense of Marriage Act (DOMA) that same-sex marriages would be recognized by the Federal government. In September, State Controller John Chiang distributed a notice to all state employees stating that all State agencies “can now accept same-sex marriage certificates for benefit eligibility and enrollment under the same rules as opposite-sex marriages. Also, if you were already in a same-sex marriage prior to the court decision and have your spouse enrolled on your health or dental benefits, the State was obligated to report those benefits as income and withhold Federal income taxes, social security, and Medicare from your pay check.

Controller Chiang’s notice went on to read: “If this applies to you, you must notify your personnel office and have them assist you to stop the extra tax withholdings on your benefits. Not changing your enrollment leaves your tax status ‘as is’ and Federal income taxes, social security, and Medicare will continue to be withheld at the higher

rate. The State Controller can make this change both for current and prior years. Please contact your personnel office to make changes and get answers to any questions.”

In addition to the notice to all state employees, the Controller has already sent a follow-up notice to all State departments last month requesting their assistance in reaching out to employees. The following are two links to more technical materials that you may be interested in:

http://www.sco.ca.gov/Files-PPSD-Letters/Payr/2013_p13-012.pdf
<http://www.calhr.ca.gov/PML%20Library/2013024.pdf>

As a result, the California State University (CSU) has already directed its Human Resource administrators to notify employees of these recent IRS changes and remind employees to consult with tax advisors about filing amended tax returns; and to process same-sex marriage enrollments validated by supporting documentation.

Note: CFA is unable to advise our members beyond providing the information below. Members seeking to amend returns and make other adjustments should seek advice from tax experts.

MOOCs a focus in the Advocate

The one-size-fits-all “solution” of massive open online courses (MOOCs) is the focal point of a story included in the November edition of the National Education Association’s Higher Ed Advocate.



The story, which includes perspective from Jonathan Karpf, Associate Vice President of Lecturers – North, looks at MOOCs through the lens of the Udacity experiment at San Jose State University.

Click here to read a PDF of the November edition. (NG – Will hyperlink to <http://www.nea.org/assets/docs/HE/1311Advocate.pdf>)

Links of the week

Special election secures supermajority for Dems

Democrat Matt Dababneh narrowly won a Los Angeles-area special election, reinstating a supermajority for Assembly Democrats. — The Sacramento Bee (<http://www.sacbee.com/2013/11/22/5938682/assembly-democrats-narrowly-reclaim.html>)

MOOCs primarily reaching privileged learners, survey finds

A survey of thousands of students worldwide reveals that most people taking massive open online courses already hold a degree from a traditional institution. — The Chronicle of Higher Education (http://chronicle.com/blogs/wiredcampus/moocs-are-reaching-only-privileged-learners-survey-finds/48567?cid=at&utm_source=at&utm_medium=en)

Need for nurses, lack of faculty plagues California

Nursing students are being turned away by the dozens at CSU campuses throughout California due to lack of faculty to train them, compounding a problem that’s playing out nationwide. – Pasadena Star News

<http://www.pasadenastarnews.com/social-affairs/20131201/nursing-students-being-turned-away-amid-faculty-shortage-in-cal-state-system>

Right-wing pension slashers' embarrassing data

Pew Center on the States' new poll, revealed at its conference to rally its anti-pension agenda, shows the American public powerfully rejecting the right's anti-public worker crusade. – Salon

http://www.salon.com/2013/11/19/right_wing_pension_cutters_get_humiliated_by_their_own_survey_data/

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