

## From the California Faculty Association

### **CFA HEADLINES**

March 30, 2016 · Weekly news digest from CFA

- **Speak Out! Email Governor to tell Chancellor it's time for 5%**
- **CFA marches & rallies on the way to lobby at the Capitol**
- **Letter to Students & Faculty from the ACLU**
- **Sonoma State Academic Senate endorses Strike!**
- **CFA creates Hardship Fund for potential strike**
- **Faculty Rights Tip: CSU Faculty now have the legal right to strike**
- **Linda Cushing: A legend of organizing**
- **Links of the Week: Editorials, Factfinding News**

## **Speak Out! Email the Governor to tell Chancellor White: It's time for 5%**

With the last stage in the negotiations process under state labor law completed, CSU faculty have the legal right to [#CSUstrike](#) — April 13-15 and 18-19.

But CFA leaders still hope for a settlement.

With a [Factfinding report](#) that validates CFA's position on raises, now, more than ever, CFA says:

**A 5% raise for all faculty and step increases for those eligible are fair and necessary.**

Now it's time for CSU faculty to Speak Out!

[Send a message to Governor Jerry Brown.](#)

We need the governor to tell CSU Chancellor Timothy White that it's time to do the right thing.



## CFA marches & rallies on the way to lobby at the Capitol for a fair contract



Faculty and students marched down K Street in Sacramento this morning en route to the CSU Chancellor's Government Relations Office.

There CFA dropped a banner that read "[Going on Strike!](#)" off the side of the building, to the delight of news cameras and the crowd.

They chanted and sang the CFA version of "[Which Side Are You On?](#)" drawing onlookers from inside the building and earning supportive honks from passing motorists.

- [See a photo gallery of the March and Rally](#)

The marchers continued to the south steps of the State Capitol for a rally, where lawmakers told the crowd of about 200 faculty and student lobbyists that they support faculty in our [Fight for Five](#).

They promised to help secure additional funding for the CSU, but that it should be spent on the classrooms, not the board rooms.

**Assembly Member Jose Medina:** "I'm here to say I'm with you... The roads and bridges are in disrepair. We all can see them as we drive down the highway. But what we don't see is higher education. And it's broken.... We need to make sure that the funding we gave last year makes it to the classroom."

The comment was a reference to the extra \$97 million the legislature budgeted for the CSU in this year's state budget. That funding above Gov. Brown's initial funding plan for the CSU was secured after vigorous lobbying by CSU faculty last year.

**Past SEIU Secretary-Treasurer, Eliseo Medina**, a union leader who marched with Cesar Chavez: "The heart of the university is not in Long Beach. It's in the classroom.... Like Cesar Chavez taught us, united, nothing is impossible... We will never give up, we'll never give in. Chancellor White, do the right thing. Legislature, put your money where your mouth is. If you want a great state, you must invest in a great state."

**Toni Atkins, Assembly Member and immediate past Speaker**: "The CSU has been successful because of the work YOU have done," she said, and added, "I know you don't want to strike, but we have to do what we have to do to get this done, and I'm with you every step of the way. It is time that we reinvest in people who invest in our kids, and that is you."

Other rally speakers included **Assembly Members Evan Low** and [Kevin McCarthy, who has issued a statement of support](#). Earlier this week, CFA also received a letter of support from State Senator Lois Wolk.

[See other elected officials who support the Faculty's Fight for Five](#)

## Letter to Students & Faculty from ACLU

The local California chapters of the American Civil Liberties Union have sent [a letter to ensure that all CSU faculty and students are aware of their rights](#) to speech, to protest, and to interact with the news media.



From the letter:

*Freedom of speech is a constitutional guarantee protected by the First Amendment. All campuses should adhere to First Amendment principles because academic freedom is a bedrock of education in a free society. ...*

*Freedom of the press, protected by the First Amendment, is critical to a democracy in which the government is accountable to the people....*

*And your right to protest means you can dissent, demonstrate, and make your voice heard...*

*In the United States, students do not lose their constitutional rights "at the schoolhouse gate." The protection of students' constitutional rights – in and out of school – is essential for ensuring that schools provide both quality education and training in our democratic system and values.*

[Read the full letter](#), which includes [contact information for ACLU chapters](#).

# Sonoma State Academic Senate endorses Strike!

At its March 24 meeting, the Sonoma State University Academic Senate approved a resolution and this motion:



*That the Academic Senate of Sonoma State University endorses and supports the strike authorized by CFA.*

CFA send kudos!

[See more Statements of Support for CSU Faculty](#)

[Learn more about the Fight for Five & preparations to Go on Strike!](#)

## CFA creates strike hardship fund for potential faculty strike

The CFA Board of Directors has created a strike hardship fund to help faculty who may be seriously affected by the loss of pay if CSU faculty strike in April.

While the fund cannot make up for all lost income due to the strike, it can provide some relief for CFA members facing dire and immediate hardship such as eviction or utility shutoff.

"We know that many of our members are living right at the edge of subsistence every month," said CFA President Jen Eagan. "That's part of why we are fighting for economic justice for faculty who are hurting."

She said. "With this hardship fund, we want to honor and respect our colleagues who are taking the biggest financial risk during the strike. Out of solidarity and friendship, we want to help folks keep their heads above water if they lose pay during the strike."

- [The details of the program are on the CFA website](#)

In summary, to be eligible to receive funds an applicant must be an active CFA union member (not a fee payer) for six months or longer immediately prior to the strike, or be an active CFA member (not a fee payer) hired for the first time in the Winter/Spring term of the 2015-16 academic year.

The applicant must be able to demonstrate a dire and immediate financial hardship. If the member meets the criteria, the Hardship Fund Committee may distribute up to \$100



per day for each day of pay the applicant was docked because of the strike, if the applicant is full time, and a pro-rated amount if less than full time. The Hardship Fund Committee shall consist of five emeritus CFA members chosen by CFA's Board of Directors.

CFA is developing an application form that will be made available after the strike.

### **DONATE TO THE HARDSHIP FUND**

CFA is soliciting funds from individuals and organizations who wish to contribute to the Hardship Fund. Contributions are not deductible as charitable contributions for federal income tax purposes.

- Checks may be written to California Faculty Association, and earmarked for the "Strike Hardship Fund." Mail to: CFA, 1110 K Street, Sacramento, CA 95814.
- Credit card donations may be made through a [Crowdwise fundraising site](#)

## **Faculty Rights Tip: CSU Faculty now have the legal right to strike**

In [a previous faculty rights tip](#), we wrote about HEERA, the Higher Education Employer-Employee Relations Act.

HEERA sets out the steps in our bargaining process—including the final step, Factfinding.

Now that [the Factfinder's report has been released](#), we have completed that final stage of bargaining as laid out in HEERA.

[Article 9 of our faculty contract](#), which prevents concerted actions like a strike, is now suspended and we can legally take such actions. We can legally strike.

You may remember from [last week's tip](#) that it is illegal for any CSU administrator to pressure you to declare your plans for the strike. Suggesting that you should cross the picket line when the union has called for a strike illegally interferes with labor rights under HEERA.

If you think that any CSU administrator's behavior is intended to interfere with faculty rights, coerce union members, or intimidate us, let CFA know right away. Our legal team can help. Contact [strikequestions@calfac.org](mailto:strikequestions@calfac.org) or [your CFA campus chapter leaders](#).

Protect our legal right to strike.



If you'd like to learn more about HEERA or have a faculty rights questions, [contact your campus CFA faculty rights representative](#).

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."

## Linda Cushing: A legend of organizing

Linda Cushing, long-time union organizer, died last week in a car accident in Oregon as she was driving to an organizing meeting.

Cushing, who became a union organizer after years as a contingent faculty member (Lecturer) in California community colleges, was a National Rep with the American Federation of Teachers, mostly in Oregon and Washington state.

"Linda is an important part of union organizing history, especially contingent faculty organizing with AFT," said Elizabeth Hoffman, CFA retired AVP-Lecturers. "She was instrumental in starting Campus Equity Week in 2001 and was an inspiration to CSU Lecturers who became active in organizing both inside CFA and beyond CFA."

In 2002, a Los Angeles Times headline described Cushing: "[She Makes Union Activism an Art](#)"

## Links of the Week

[See much more news coverage at CFA in the News](#)

[Why CSU Faculty Are Ready to Strike! / See the video](#)

Labor's Edge

[As strike looms, key report calls for higher pay for CSU faculty](#) (video)

KABC-TV-Los Angeles

"We are just walking on cloud nine," said Douglas Domingo-Foraste, president of the *California Faculty Association* chapter at Cal State Long Beach.

[As strike looms, arbitrator says CSU faculty deserve pay raise](#)

San Francisco Chronicle

As thousands of California State University instructors prepare to walk off the job in two weeks, a neutral fact-finder's report concluded Monday that they are right to demand a bigger salary increase than CSU wants to give them.

[Report recommends that Cal State faculty receive 5% pay increase](#)

Los Angeles Times

[Fact-Finder Favors Faculty In Dispute With CSU](#) (audio)

Capital Public Radio News

"The CSU management could come to use at any time with a reasonable proposal to try to avert the strike, but the ball really is in their court," Eagan says.

### **Key report calls for higher pay for Cal State faculty**

Associated Press  
Faculty cheered ...

### **Panel Supports Cal State Faculty's Demand For 5 percent Pay Raise**

Los Angeles Business Journal

### **Fact-finder recommends CSU give faculty pay raise (video)**

KGO-TV ABC San Francisco

Scott Fosdick, faculty at San Jose: "In hard times we don't get any raises at all so in good times 2% doesn't cut it. It's time to reinvest in faculty."

### **加州州大教职工要求校方涨薪5% 否则举行大罢工**

The ChinaPress

【侨报记者张苗3月28日南湾综合报道】3月28日，加州教师工会（the *California Faculty Association*）发表声明，要求加州州立大学系统（California State University ...

## **EDITORIALS, OPINIONS & LETTERS**

### **Editorial: CSU faculty deserve the 5 percent raise**

Ventura County Star [Write a letter to the editor](#)

The ongoing battle between the California State University faculty and the university administration over a pay raise just shifted in favor of the faculty.

### **Editorial: CSU faculty deserve raise; students don't deserve strike**

Sacramento Bee [Write a letter to the editor](#) & Fresno Bee [Write a letter to the editor](#)

### **Opinion: Not all CSU faculty 'well paid'**

Eureka Times Standard

### **LETTERS: CSU can afford a 5% raise for faculty**

Riverside Press-Enterprise

Gwen Urey, faculty: "As a Cal Poly Pomona professor who has seen my salary's purchasing power decline more than 10 percent since 2007, ..."

### **LETTERS: Plenty of money left for faculty**

Riverside Press-Enterprise

Mary Boland, faculty: "This is why faculty must strike ... Faculty are not greedy; we are falling out of the middle class – if we ever made it there ..."

### **Upcoming strike at CSUCI**

Ventura County Star

Students and faculty are the heart of a university. No students, no university. No faculty, no university. Chancellor Timothy White says he "can't" fund a 5 percent increase in faculty salaries because he has "other priorities." What are these "other priorities"?...

## **STUDENT RALLY IN SAC ON MONDAY**

### **Students rally in support of faculty pay dispute**

StateHornet.com

Members of Students for Quality Education protesting at Sac State

### **Jóvenes universitarios piden aumento salarial para sus maestros (video)**

Univision

**CSU students rally with faculty to push for 5% raise (video)**

Sacramento Bee

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