

## From the California Faculty Association

### CFA HEADLINES

**August 28, 2019 · Weekly news digest from CFA**

*Welcome back! It's been an eventful summer and we are happy to be bringing you more union news via CFA Headlines.*

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## **CFA Activists Kick Off the Year with a Focus on Building Connections for Power**



Nearly 200 CFA members met in San Francisco on August 16 for the 2019 Fall Leadership Kickoff, during which participants worked collaboratively to strategize on ways to strengthen CFA and foster a sense of member unity, while deepening our connections to issues and allies that build our power.

CFA President Charles Toombs urged all to continue building these connections because these are what will help us achieve the ambitious goals and face the challenges we have before us, from ensuring our voice is heard at the bargaining table to improving racial and social justice on our campuses and beyond.

Toombs also reminded the group how effective we can be when CFA's voice is part of the conversation. With the election of Governor Newsom, we finally have a governor who understands what makes the CSU the People's University, and why it is so critical for the state to reinvest in our system. As his [remarks](#) to our members at last spring's Lobby Day reveal, Gov. Newsom understands the causes we hold close to our hearts; his first budget – which added an unprecedented \$654 million in additional funding to the CSU – demonstrates the difference an election can have.

“If we had not taken the time and exerted the effort to develop this relationship over the last few years, I don’t think we would be in the position we now find ourselves in,” Toombs said. “This is why we build connections for power. It’s an approach that requires a lot of time and careful planning, but one that can ultimately pay off in significant ways for our members.”

With this in mind, the Kickoff participants turned their attention to the bargaining campaign that is also starting up this fall. Though our contract is expiring on June 30, 2020, history suggests the bargaining process is likely to extend well beyond next spring.

CFA Bargaining Chair Kevin Wehr explained, “We made major gains at the bargaining table in the last contract and the two-year extension, but with our contract set to expire in just a few months, the time is now to start readying ourselves for a fight. As it has been in the past, your involvement and engagement on this matter will be at the heart of this campaign.” All CFA members should plan to participate in this process by accepting the invitation to complete an online bargaining survey that will enable us to prepare and identify the most important faculty issues.

The Kickoff also featured a panel discussion with presentations from special guests from Rutgers AAUP/AFT, which recently won a great contract by focusing on a [common good approach to bargaining](#). Prof. Deepa Kumar, immediate past president of the faculty union, and Deandrah Cameron, a student organizer and activist with the Rutgers One coalition talked about how faculty, students, and community organizers worked on issues that brought them together and boosted the strength of all. In addition, CFA members discussed how they are doing similar work that broadens the scope of the union’s advocacy, building our power, and strengthening our commitment to being a union centered around anti-racism and social justice. Mya Dosch (Sacramento) and Michelle Ramos Pellicia (San Marcos) spoke about their work concerning immigrant justice; Anthony Ratcliff (Los Angeles) discussed CFA’s legislative priorities; and Renée Byrd and Moxie Alvarnaz (Humboldt) talked about organizing for real campus safety for students, staff, and faculty.

## **CFA Members Call for CalPERS to Cut Investments in Private Migrant Detention**

On Monday, August 19, a contingent of CFA faculty gathered at the headquarters of the California Public Employees Retirement System (CalPERS) to call on its Investment Committee to finally stop investing in private migrant detention prison operators, CoreCivic and GEO Group.



This was the third mobilization of CFA members to CalPERS board meetings since the CFA Assembly passed a resolution calling on CalPERS to drop these companies from its investment portfolio. Clad in CFA-red shirts, our activists, who are also CalPERS members, took this opportunity to address the Board and reiterate why they do not want their retirement connected in any way to the atrocities associated with private migrant prisons.

In an effort to further raise awareness of the deplorable business practices of private prisons, CFA members are taking [pictures](#) with a specially made frame that they can personalize with a message about why they want their retirement out of migrant detention. The pictures are being shared via social media and faculty on the 23 CSU campuses are taking part in this campaign. Additionally, CFA also delivered more than 200 member-signed [postcards](#) urging the pension giant to cease these investments; if you would like to sign and send in a postcard to CalPERS, please contact your [local chapter representative](#).

When CFA's Associate Vice President Margarita Berta-Ávila took her turn at the microphone, she did not mince her words, insisting, "We want you to hear us loudly and clearly on this matter...you have read the heart wrenching stories and seen the dreadful footage capturing the savage tactics that private prisons employ at our southern border. They [Corecivic and GEO Group] are human rights abusers on par with the most corrupt and villainous regimes around the world." To view the entirety of Margarita's comments, please click [here](#).

## Welcome new faculty!



Are you new to the CSU faculty? We could not be more excited for you to join us!

CFA proudly serves as the collective bargaining representative for all faculty members in the California State University system and we [welcome you to our union](#). We represent you, along with more than 28,000

tenured, tenure-track, lecturer faculty, counselors, librarians, and coaches on all 23 campuses.

CFA is committed to fighting on behalf of our faculty, standing up for our students, and working to make our university a better place to work and learn. We negotiate the faculty contract, promote academic freedom, and defend faculty rights while always striving for racial and social justice in the CSU and beyond.

Through our hard work and collective strength, we have won raises for all faculty, improved access to the CSU, increased state funding and support for the university, and made gains that have improved equity within our workplace.

It's an exciting time to be a part of CFA. Please take a minute to watch this short [video](#) featuring faculty members explaining why they love being a part of this empowering organization. For more information on CFA and being a new faculty member, click [here](#).

## In Other News...

**SUMMER RAISE FOR ALL FACULTY:** Effective July 1, 2019, all CSU faculty (active or on leave as of this date) received a pay raise of 2.5%. The General Salary Increase (GSI), which was included in the August 1 paychecks, is the



result of the collective power that faculty have exerted at and away from the bargaining table. Faculty pay raises are negotiated and spelled out in the [collective bargaining agreement](#). This one follows a 3.5% GSI that was effective November 1, 2018 and is part of a contract extension negotiated in the Fall of 2017.

Since that extension expires on June 30, 2020, our next raises will be negotiated in the reopener contract bargaining that CFA is gearing up for this term. In the coming weeks, CFA members will receive an invitation to participate in a bargaining survey, the results of which will help us identify the issues that are most important to faculty. If you are not yet a member, you can go to [calfac.org/join-CFA](http://calfac.org/join-CFA) and join today!

## **SALARY INCREASES THROUGH RANGE ELEVATION FOR LONG-TERM**

**LECTURERS AND LIBRARIANS:** Long-term Lecturers and Librarians with temporary contracts can increase their salaries through the Range Elevation process and move from one salary range to the next (e.g., Range A to B, B to C, or C to D). A salary increase of at least 5 percent comes with Range Elevation.

Under the terms of the Collective Bargaining Agreement, Lecturers and “Temporary” Librarians are eligible to apply for Range Elevation if they have worked for five years in their range and are at or above the “SSI Max” (meaning capped out in the salary range). In 2016, CFA negotiated a supplemental agreement to significantly expand the group of eligible faculty to include long-term faculty who have not capped out in their salary ranges. It is a three-year agreement, and 2019-2020 is the final year.

Most people who apply succeed. It pays to apply!

Campus administrations are supposed to notify those who are eligible but check with your [CFA chapter](#) to be sure. Deadlines and policies range from campus to campus, with some coming up this fall and others later in the Academic Year. Please be sure to check your specific campus range elevation policies by clicking [here](#).

- Learn more about Lecturer Range Elevation [here](#).
- [Click here](#) to read a [Q&A](#) on Range Elevation.

## **CHICANX/ LATINX LOBBY DAY OFFERS PARTICIPANTS FIRSTHAND ADVOCACY EXPERIENCE:**

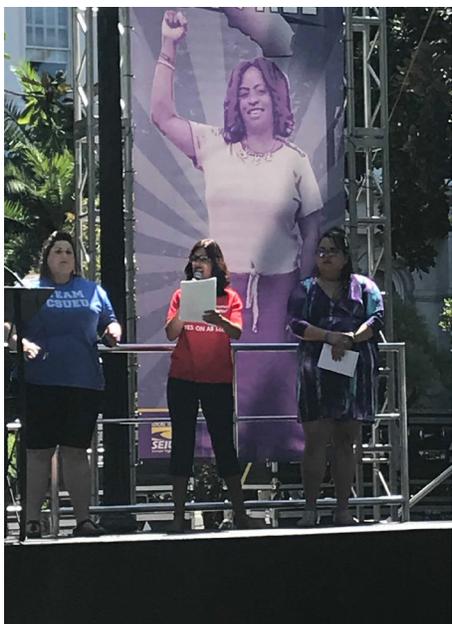
Seven CFA members, representing five campuses participated in an informative Chicax/Latinx Lobby Day in Sacramento last week. The activists met at CFA’s headquarters, a short walk from the State Capitol, and received a briefing on several of our union’s [sponsored](#) bills before a full day of appointments with legislators. The caucus visits focused on CFA sponsored bills ([AB 930](#) (Gloria), the CSU Board of Trustees Good Governance bill, [AB 1460](#) (Weber), the CSU ethnic studies requirement bill, and [SB 660](#) (Pan), dealing with the shortage of mental



*CFA activists pose with labor and civil rights leader Dolores Huerta (L to R): Nellie Duran (NO), Susan Green, (CH) Dolores Huerta, Theresa Montaño (NO), John Sarraillé (ST), Nena Torrez (SB), Jose Cintron (SA), and Blanca Castaneda. (Margarita Berta-Ávila (SA) not pictured).*

health counselors in the CSU) as well as two bills expanding financial aid opportunities ([SB 296](#) (Allen), expanding financial aid to enable students who have applied for asylum and [SB 354](#) (Durazo), student loans for undocumented graduate students attending CSU and UC).

Susan Green, a professor of History at CSU Chico and CFA Treasurer, commented “The Chicana/Latina Lobby Day is an extremely useful experience, because it allows us to build stronger relationships in Sacramento. It’s also an opportunity, for faculty with first-hand experience in the CSU, to advocate for our issues and to educate legislators of their importance. This is all great knowledge to take back to our local chapters.”



**CFA JOINS SEIU 1000 AT “A CALIFORNIA FOR ALL” RALLY:** The grounds of the State Capitol served as the staging area for thousands of state workers on August 13, as our sister union, SEIU 1000, organized a boisterous rally centered on a theme that has arguably never been more important than now: creating “A California for All.” Fair wages, affordable healthcare, housing, and education were some of the topics the rally addressed.

CFA had a booth at the rally and members collected postcards to send in support of [AB 1460](#) by Assemblymember Shirley Weber (D-San Diego), which would make a 3-unit ethnic studies course a graduation requirement for CSU undergraduate students. CFA Associate Vice President, Margarita Berta-Ávila, who spoke at the rally, remarked, “...we intentionally center anti-racism as part of our daily work, by codifying guiding principles of anti-racism, social justice and equity into our

union’s bylaws, policies, practices, and the actions we take on like an ethnic studies requirement at the CSU...”

AB 1460 is slated for a hearing on August 30 in the Senate Appropriations Committee. In the meantime, please take a moment to tell your State Senator to support ethnic studies for all CSU students by [completing this online form](#).

**SAVE THE DATE:** CFA Equity Conference 2020: Connecting for Co-Liberation will take place Feb. 28-29, 2020 in Los Angeles. This year’s Co-Chairs are Sharon Elise and John Beynon, from CSU San Marcos and CSU Fresno, respectively.

## Faculty Rights Tip of the Week: Get acquainted with your evaluation criteria & procedures



With the start of a new academic year, this Faculty Rights Tip should be of interest to all faculty including coaches, counselors, librarians, lecturers, probationary, and tenured faculty.

Section [15.3](#) of the CFA Collective Bargaining Agreement (Contract) 2014-2017 states: “Evaluation criteria and procedures shall be made available to the faculty unit employee no later than 14 days after the first day of instruction of the academic term. Evaluation criteria and procedures shall be made available to the evaluation committee and the academic administrators prior to the commencement of the evaluation process. Once the evaluation process has begun, there shall be no changes in criteria and procedures used to evaluate the faculty unit employee during the evaluation process.”

We urge all new faculty members to contact department chairs or immediate supervisors to learn about relevant evaluation criteria and procedures at the campus, college, and department levels.

- If you have questions about a Faculty Rights Tip or would like to suggest a tip, please write us at [cfa@calfac.org](mailto:cfa@calfac.org) with the subject line “Faculty Rights Tip.”
- [Click here](#) to find faculty rights advocates on your campus.
- [Browse the faculty contract.](#)
- [See an archive](#) of Faculty Rights Tips.

## Links of the Week

### **California Governor Signs Law to Change When Police Can Use Lethal Force** [TIME](#)

California is changing the standards for when police can use lethal force under a law signed Monday that seeks to reduce officer-involved shootings.

### **To be a public charge**

[Los Angeles Blade](#)

My name is Jose Guevara-Johson. I am a migrant from El Salvador who came to the U.S. to reunite with my family at the age of 10.

### **The Most Affordable University in the Bay Area Is ... Stanford?**

[KQED](#)

Depends on how you look at it. Based on sticker price, Stanford is definitely one of the most expensive universities in the Bay Area. One year at the prestigious university costs almost \$53,000. Compare that to any one of the California State University schools in the Bay Area, where all four years of tuition, for in-state attendees, comes to just over \$30,000.

### **Back-to-School Season Feels Very Different When You're Undocumented**

[Teen Vogue](#)

For many students, back-to-school season means the end of long, lazy summer afternoons and worrying about what to wear on the first day. For people like me, undocumented students, the concerns are a bit different. It's hard to complain because our education is what will essentially bring our families forward. I'm no longer the eight-year-old girl, scared and confused about attending my first day of school in the United States. Now, I'm nearly 18, fully understand English, and moving out of my house to attend the University of California, Davis.

## **More Private Colleges Are Cutting Tuition, but Don't Expect to Pay Less**

[New York Times](#) Sunshine Anderson was at Mills College's annual welcoming ceremony in 2017 when the liberal arts college revealed its big news: It was slashing its tuition by more than a third.

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