Welcome to the 2017/18 Academic Year and CFA Headlines. This weekly e-newsletter helps faculty stay connected to the California Faculty Association, and provides information and news about the union and issues facing the CSU community. Welcome to all members and new readers. Not a member of CFA? Join today!

- Bargaining meetings coming to campuses this Fall
- Upcoming series of Legislative hearings to scrutinize CA Master Plan
- Join us for Labor Day actions throughout the state
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Bargaining meetings coming to campuses this Fall

CFA leaders and members of our Bargaining Team will hit the campuses this Fall to meet with members and discuss upcoming contract negotiations.

Bargaining for the full successor faculty contract is scheduled to begin in September, and it’s important that members know what we’ll be bargaining over, how we plan to bolster our power at the bargaining table through increasing membership, and the upcoming Supreme Court decision (Janus v. AFSCME, which seeks to end “fair share” fees) that will impact our union.

“Meetings like these are always a great opportunity to hear the ideas and concerns of our colleagues, which help inform our approach to contract negotiations,” said Kevin Wehr, Chair of CFA’s Bargaining Team. “Like San José Chapter President Preston Rudy says, when we are at the bargaining table with CSU management, an invisible army of union members is standing beside us. This is just one way that we ensure our army is prepared and informed.”

Click here to view a list of meetings and dates/time by campus. The list will be updated as more information is confirmed.
Upcoming series of Legislative hearings to scrutinize California Master Plan for Higher Education

Faculty and students are planning to weigh in on accessible, affordable, and quality public higher education in the CSU during a series of Legislative hearings focusing on the California Master Plan for Higher Education and its impact on the public university systems and the state.

The five-part series of hearings, spearheaded by Assemblymember Marc Berman, will be held over the course of the next two years, with the first one scheduled for 9 am to Noon on Thursday, Aug. 31.

Berman, D-Palo Alto, serves as chair of the Assembly Select Committee on the Master Plan for Higher Education in California.

The Master Plan, established in 1960 under Gov. Pat Brown, created a system for postsecondary education in the state, with the intent of providing higher ed to students regardless of economic status. It’s also been key to California’s success as the sixth largest economy in the world, with the UC, CSU, and Community College systems having turned out millions of graduates over the past 57 years.

“The Master Plan was absolutely critical in providing access to an affordable, quality public higher education in our state, but over the years, that goal has slipped farther out of reach,” said Lillian Taiz, who chairs CFA’s Political Action and Legislation Committee.

“As a result of decisions being made at various levels, the CSU has suffered. It’s been a perfect storm of rising costs for our students, decreased access to classes and faculty stretched thin, and the consistent decline in the number of tenure-track faculty. Our students deserve better, and it’s time to return to the original goals the Master Plan set in motion,” she said.

CFA President Jennifer Eagan notes that real policy change is needed in how public college is funded, and faculty have a duty to help students and improve their access to an affordable education.

“If we don’t do what we can now to restore the Master Plan, we will be further burdening our students and sabotaging not only their success, but our state’s success,” Eagan said.

Click here to watch the hearing online via Cal Channel.

Join us for Labor Day actions throughout the state

This year, more than ever, it’s important to unite with union brothers and sisters this Labor Day and show our solidarity for working families.

You are invited to join in as we march, rally, and take action on Monday, Sept.
4 at Labor Day events throughout the state.

CFA activists will participate in SEIU-organized actions in Los Angeles, Oakland, Sacramento, San Diego, and San Jose, and CFA chapters also plan to attend Labor Day events near other campus chapters. Click here for a listing of events near you.

If you don’t see an event near your campus, please get in touch with your campus CFA chapter or check in with your local Central Labor Council.

Happy Labor Day and #Solidarity forever!

Faculty Rights Tip: Advice on audio/video recordings without faculty consent

Q: Can students legally record audio or video in my classroom without my consent?

A: You have the right to be free from unauthorized recordings in the classroom. Instructors may be required to allow for recordings if they are connected to disability accommodations. Such recordings are for the accommodated student’s personal use only and may not be distributed or used for non-course related purposes. If you have questions or concerns, contact the disability resources center on your campus.

Many faculty have strict policies about phones being off and stored away in order to facilitate focus and learning. Given the political environment in which we find ourselves, or in order to maintain a classroom in which everyone feels free to express themselves in a collaborative learning environment, you may wish to disallow recordings outside of the context of disability accommodations. It is your right to do so.

We encourage faculty to provide a very clear statement in your course syllabus about your classroom recording policy with clear limitations on use and distribution.

Here’s an example:

Students may not record (audio or video) in this class except in accordance with ADA accommodations. Any recordings made in connection with a disability accommodation are for the student’s personal academic use only and may not be distributed in any manner to any other individual.

You may feel otherwise and take a different position. In fairness, your students should understand and know your position, as they may be recorded during class discussions if someone records a class session.

Here’s a link to an informative piece on this topic by the San Jose Mercury News.

• Contact your 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.”

In Other News…

WE STAND WITH DACA STUDENTS: In a statement released Tuesday, Aug. 29, CFA President Jennifer Eagan notes that if Pres. Trump eliminates the Deferred Action for Childhood Arrivals (DACA) program, he would “further expose the irrational hate, racism, and self-defeating behavior of his administration and do great damage to California and the nation.”

Eagan concludes with a message to CSU students who are DACA recipients: “We are proud of you, and we pledge to stand with you. We need you because we know you will do great things as you give back to our communities, our state, the nation, and the world.”

Click here to read the full statement.

MORE THAN JUST A DAY OFF: What does Labor Day mean for working people? Check out a Q&A about Labor Day, which honors the contributions of working men and women to America’s social and economic life, from the California School Employees Association. And learn the Origins of Labor Day via the PBS NewsHour.

STAND AND DELIVER: Faculty Forward, an adjunct faculty organizing effort of SEIU, is asking allies to stand with them this Labor Day in the pursuit of better faculty pay and working conditions. Click here to join the movement.

ICYMI: Members of the Joint Legislative Audit Committee slammed the CSU administration’s practice of hiring more managers at increasingly higher pay during a hearing last week. The hearing highlighted an audit of the CSU, which found that of all the money the CSU spends on salaries, about 14% goes to managers, despite the fact that they comprise only 7.5% of all employees. Click here to read more about the hearing.

DON’T MISS THIS WINDOW: CalPERS Open Enrollment in Health Plans runs Sept. 11 to Oct. 6. Choosing or changing your health plan is an important decision for you and your family. For information so you can get a jump on figuring this out, click here.

Links of the Week

Trump’s pardon of Joe Arpaio is a clear and ugly message to Hispanic Americans

On Friday night, minutes before Hurricane Harvey made landfall in Texas, Donald Trump issued the first presidential pardon of his administration to Joe Arpaio, the longtime Maricopa County, Arizona, sheriff whose record of proudly tough, sometimes brutal, and ultimately illegal policing of Latino immigrants...
made him among the nation’s most admired and reviled lawmen.

As Trump weighs future of DACA, Dreamers fear the end is near
San Jose Mercury News
Dreamers and immigration activists across the nation are bracing themselves for the likely end of DACA, a controversial program that has granted more than 800,000 young undocumented immigrants temporary deportation relief.

California’s CSU System Faces Scrutiny Over Too Many Management Positions
“The California Report” KQED-FM NPR
The state’s public university systems have been facing more scrutiny over their hiring and pay practices. Yesterday, it was Cal State’s turn to get grilled by lawmakers for the so-called “management bloat” on campuses. Quotes Lillian Taiz, CFA Political Action & Legislation Committee Chair.

Lawmakers Worried About Budget Problems At CSU
Associated Press
California lawmakers expressed concern Wednesday that California State University campuses cannot fully justify spending...

Speeding up CSU graduations must not dumb down degrees
Inland Valley Daily Bulletin
The 23-campus California State University system knows it must somehow speed up graduation beyond today’s pace, which sees just 19 percent of entering freshmen graduate within four years. The low rate is at least partly because more than a third of frosh need some remedial work.

California lawmakers calling for public hearings on white supremacist rallies
ABC10-TV
California leaders will hold public hearings to discuss whether there are enough laws to protect demonstrators from violence during public rallies.

Free speech on campus? Not for adjunct faculty, it seems
USA Today
Debates over free speech on campus have been raging for a couple of years now, focused mostly on issues like controversial guest speakers, tolerance for hearing different views, and political correctness. But one specific group on campus seems to be particularly vulnerable when it comes to expressing views freely: adjunct professors. Because if they say something incendiary in public or on social media, it just might cost them their jobs.

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Are you faculty at a CSU campus? Join CFA today. It’s your union!