CFA reaches tentative agreement on contract extension, salary increases with CSU management

The CFA Board of Directors voted unanimously this week to send a tentative agreement between CFA and CSU management that would extend the current contract two years—and includes salary increases for all CSU faculty—to CFA members for a ratification vote.

The tentative agreement, which would extend the current contract through June 30, 2020, provides for a 3.5% General Salary Increase (GSI) effective Nov. 1, 2018 for all faculty on active pay status or on leave, and a 2.5% GSI effective July 1, 2019 for all faculty on active pay status or on leave.

The tentative agreement also would maintain benefits with current contract language, including healthcare, pension, retiree healthcare, and even parking. Faculty can learn more at on-campus meetings hosted by CFA Chapters.

Other provisions covered by the tentative agreement include extending the reduction in instructional assignment for new probationary faculty, extending assigned time for exceptional levels of service to students, and agreement that CFA and CSU management will form joint working groups to consider changes to contract provisions on Intellectual Property and Academic Freedom, and review of salary structure issues.

The tentative agreement is the culmination of laudable work by the CFA Bargaining Team on behalf of all Unit 3 faculty.

“This is a big win for us as a union, and for our members who are working hard to provide the best education for our students,” said CFA President Jennifer Eagan. “We are living in a
politically charged, divisive time both in our country and on our campuses. Hatred and racism have formed chasms in our communities."

“This is a time to forge labor peace so that we can come together as a university system and push back against those who wish to dismantle quality higher education, and fight together to secure much-needed state funding for the CSU. This isn’t about not wanting to fight—it’s about wanting to fight for the right things, at the right time, together."

Click here to read more about the tentative agreement, including answers to frequently asked questions and to see the Memorandum of Understanding (MOU) covering the contract extension.

The tentative agreement must be ratified by both CFA members and CSU Trustees. Only CFA members can participate in a ratification vote. If you aren’t a member, join today.

CFA Chapters also are hosting informational meetings about the tentative agreements on campuses throughout the state. Click here to see a list of meetings by campus chapters.

Time to join our union!

With an important ratification vote on faculty salary increases coming up, now, more than ever, it’s time for all CSU faculty to become CFA members.

As a member, faculty have the right to vote in CFA elections and on the tentative agreements between CFA and CSU management, which, if ratified, become part of our faculty contract.

Being a member also carries other benefits, including access to professional liability insurance, and membership in the American Association of University Professors (AAUP), California Teachers Association (CTA), National Education Association (NEA), and Service Employees International Union (SEIU).

Click here to join CFA today.

Not sure whether you’re already a member? Ask your campus CFA chapter or click here to fill out a Membership Application online or in print.

There is no cost difference between CFA dues and non-member ‘fair share’ fees.

If you have further questions about your membership status, please get in touch with our CFA Membership Department.
Already a member? Please take a minute to encourage your faculty colleagues to join our union, and thanks for the solidarity!

Tell Gov. Brown: Please sign critical legislation protecting immigrants

We need your help in urging Gov. Jerry Brown to sign two pieces of legislation that would help protect undocumented CSU students, faculty, and staff, as well as workers in the private sector.

- **AB 21**, authored by Assemblymember Ash Kalra and sponsored by CFA, would require the CSU, California Community Colleges, and any private college or university in the state to enact protections for DACA recipients and undocumented students, staff, and faculty. It makes the same request of the University of California system.

- **AB 450**, authored by Assemblymember David Chiu, would prohibit private employers in the state from providing access to federal immigration authorities to any workplace without a warrant. The bill is sponsored by SEIU California and the California Labor Federation.

The Legislature passed both bills, and it is now up to Gov. Brown to decide whether to sign them into law.

Please take a minute to write Gov. Brown using our online form. Your voice can make a difference!

Click here to learn more about AB 21.

CalPERS vote ends soon! Cast your ballot

This is the last week for CalPERS members, who include most CSU faculty, to vote on those who sit on the CalPERS Board of Administration.

CFA has joined other labor unions in endorsing David Miller and Michael Bilbrey in the election underway now through Monday, Oct 2.

Miller, a senior environment scientist with the state Department of Toxic Substances Control, and Bilbrey, a bookstore operations coordinator for Citrus Community College, are committed to protecting our pensions and keeping CalPERS strong. Miller founded Californians for Retirement Security and is a 25-year union member. Bilbrey, who has pledged to strengthen CalPERS, is committed to defending the public employee pension system from outside attacks.

Learn more and find voting instructions at voteunion.com.

CalPERS members should have received a ballot package by mail. The package includes a Personal Identification Number (PIN), which is required to vote online or by phone. If you lost or package or didn’t receive it, call the CalPERS Board Election Call Center at (888) 492-4763. Please vote by Oct. 2!
Faculty Rights Tip: What’s in the Appendix?

With the tentative agreement on a two-year extension of the current faculty contract it’s informative for members and faculty rights advocates to learn about all the parts of our Collective Bargaining Agreement.

What are the Appendices of the Collective Bargaining Agreement?

Our Collective Bargaining Agreement contains nine different appendices. These appendices include lists of the included and excluded job classifications in our unit, the salary schedule, the grievance form, the criteria for 1- and 3-year appointments, the framework for the equity program, the outside employment disclosure form, and various Memoranda of Understanding (MOUs).

This last appendix is especially useful. It contains the “Supplemental Agreements and Letters of Contractual Intent” and covers agreements that go back to 1985. It includes agreements on Post Retirement CSU Employment, the Forgivable Loan Program, Service Salary Increases (SSIs), various issues on workload, and a variety of other important topics.

These appendices help with interpretation and intent in existing contract language and are especially useful for those involved in faculty rights work.

If you want to learn more about Faculty Rights or have a faculty rights question, contact your faculty rights representative here. If you have questions about a faculty rights tip or would like to contribute a tip, please feel free to write us at cfa@calfac.org with the subject line “Faculty Rights Tip.”

To learn more about faculty rights contact your campus CFA representative.

In Other News…

DON’T MISS THIS: Open enrollment is almost over for those covered by CalPERS health plans to submit changes. The open enrollment period began Sept. 11 and runs through Friday, Oct. 6. Changes made during open enrollment, which can include adding dependents and other modifications, take effect Jan. 1, 2018. Click here for CalPERS Health Open Enrollment 2017.

Need more info? Click here to download a PDF of CalPERS’ 2018 Health Benefit Summary, or call 888-CAL-PERS to have a printed copy mailed to you.

IMMIGRATION RESOURCES: Do you or someone you know need resources for immigrants? Check our new webpage, “Immigration & the CSU.” It includes information and resources for immigrants and those helping members of our undocumented communities. “Know Your Rights” info, links to DACA renewal events and more: https://www.calfac.org/immigration-csu
CSU management and faculty reach tentative bargaining agreement  
San Luis Obispo Tribune  
California State University and the California Faculty Association announced a tentative agreement Tuesday morning to extend their existing collective bargaining agreement through June 30, 2020. The agreement originally was set to expire in 2018.

CSU reaches tentative labor deal with faculty  
Central Valley Business Times  
California State University says Tuesday that it has reached tentative agreement on an extension of the contract with its faculty represented by the California Faculty Association.

Academic Senate set to fight CSU executive orders  
Sonoma State Star  
The Sonoma State University Academic Senate will take a hard stand against new directives from the California State University system’s Chancellor Timothy White that cap GE credit for students at 48 and drop placement tests as well as math and English remedial courses.

California imposes immigration regulations on employers  
National Law Review  
On September 13, 2017, California legislators passed California Bill AB 450, also known as the Immigrant Worker Protection Act (“the Act”). The Act is one of three immigration bills currently awaiting Governor Jerry Brown’s approval or veto.[1]

Racially charged threats against Cal State Long Beach students are investigated  
LA Times  
Cal State Long Beach police have stepped up patrols in the wake of racially charged threats made over the internet and in menacing fliers that targeted Latino and Jewish students, officials said Saturday.

California colleges are turning away students. It’s time to rethink funding for UC and CSU  
Sacramento Bee  
Thanks to our parents’ and grandparents’ generations, when we were growing up in California we knew that if we did the work in high school there was a place for us in the University of California or the California State University systems.

State policymakers and taxpayers supported a master plan for higher education and were committed to both systems financially, keeping fees low and making access for all Californians a priority. State investment in public higher education was seen as critical to California’s future economic and social success.

Unfortunately, competing budget priorities and circumstances in the last 20 years have called California’s commitment to public higher education into question, and the state is turning away qualified students.

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