

## From the California Faculty Association

### CFA HEADLINES

September 4, 2019 · Weekly news digest from CFA

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## Immigration Legal Services Now Available for CSU Community



In a welcome development, the CSU Chancellor's Office [announced](#) last week its plan to provide immigration legal services to students and employees at all 23 of its campuses. Funding to support these services was first authorized in the 2018-19 state budget act but the impetus for this plan traces back to legislation that CFA sponsored in 2017. [AB 21](#) by Assemblymember Ash Kalra created protections for undocumented students, faculty, and staff in the CSU system, as well as the

state's community colleges and also addresses their access to financial aid, legal representation, and constitutional right to due process. Following a focused legislative advocacy campaign by CFA, Governor Jerry Brown [signed](#) the bill into law, paving the way for these legal services to become a reality.

"It's about time CSU took this important next step in ensuring undocumented students, faculty and staff are provided the services they need to ensure their safety," said CFA President Charles Toombs. "Our members worked tirelessly to lay the groundwork for these services via AB 21 and we are proud to see our efforts come to fruition. We live in deeply troubling times, when too many people are unjustly being targeted, for a number of different reasons, and this is a trend that cannot continue."

According to the CSU announcement, the organizations below have been contracted with CSU to provide legal services:

- [Coalition for Humane Immigrant Rights](#) (CHIRLA): Chico State, Humboldt State, Sacramento State and Sonoma State
- [Immigrant Legal Defense](#) (ILD): Cal State East Bay, San Francisco State, San José State, CSU Monterey Bay, Cal Poly San Luis Obispo, CSU Bakersfield, Fresno State and Stanislaus State

- [CARECEN](#): CSU Channel Islands, CSUN, Cal State LA, CSU Dominguez Hills, Cal State Long Beach, Cal State Fullerton, Cal State San Bernardino and Cal Poly Pomona
- [Jewish Family Service](#): CSU San Marcos and San Diego State

## **CFA Resources for All Faculty**

CSU faculty across the system and disciplines may feel they are under attack and unjustly scrutinized by emboldened political groups. Our students are under attack too, and we stand with them as we seek to make the CSU inclusive and accessible for all.

CFA aggressively defends the rights of all faculty, as guaranteed by our contract and laws connected to the freedoms of speech and expression.

Since we have witnessed a number of instances in which CSU administrators (perhaps seeking to avoid perceived negative media coverage) have not been as supportive of faculty and students as they should be, we have compiled helpful resources to empower each CFA member to "[Be a Smart Resister!](#)". This webpage offers some great reminders for the start of the term and "Know Your Rights" cards that you can download. Please take a moment to review that page and share it with colleagues and students.

Of course, for additional assistance or more information, we encourage members to contact their [local CFA Chapter](#).

## **Get Ready for Bargaining: Attend a Campus Meeting**

Bargaining is on the horizon in 2020, and all CFA campus chapters will be kicking off bargaining with meetings set to begin next week. Chapter meetings offer a chance to learn about the bargaining process, how to get involved, and to discuss with CFA leaders how all of us, working together, can help build power to win a fair contract.

These meetings also provide members with an opportunity to learn about the upcoming [bargaining survey](#) and to share their ideas, and meet with other CFA members. "The time is now to start creating a strategy to secure a new contract that reflects the hard work and dedication of CFA's members on behalf of CSU students," said CFA Bargaining Chair Kevin Wehr. "Your chapter meeting is one way for you to contribute your perspective on the bargaining process, so please make an effort to participate."

Upcoming meetings:

- 9/11: CSU Dominguez Hills, 11:30 am-1:00 pm, LSU Ballroom 2
- 9/16: CSU San Bernardino, 12:30 pm-1:30 pm, Obershaw Dining Room- Meeting Center

See dates for all chapters [here](#) (updated regularly as meetings are scheduled).

And be on the lookout for the upcoming [CFA Bargaining Survey](#) this Fall. The survey is an opportunity for members to provide their perspectives on bargaining priorities. With this

information in mind, the CFA Bargaining Team will more effectively be able to negotiate a new, fair contract with CSU management.

As a reminder, the bargaining survey is for CFA members only. The adage that there is power in numbers holds true for bargaining and the stronger our membership is, the louder our voice reverberates. So, if you are not yet a member, please [join](#) today and participate in the survey.

## Update on CFA Legislative Priorities, Plus New Audit of CSU Campus Fees Coming

As we approach the end of the first year of a two-year legislative cycle, a number of important CFA-sponsored and -supported bills are moving forward, including [AB 331](#) (Medina) and [AB 1460](#) (Weber), the K-12 and CSU ethnic studies bills, both of which were made into two year bills. We will continue our advocacy for these important bills as they progress into next year.

Additionally, the following bills that we have taken support positions on are still active:

- [AB 1505](#) (O'Donnell): Charter school reform bill;
- [SB 354](#) (Durazo): Dream loan program;
- [SB 296](#) (Allen): Financial aid for asylum seekers;
- [SB 24](#) (Leyva): Campus abortion by medication technique;
- [AB 5](#) (Gonzalez): Major labor bill ensuring gig economy workers are not exploited and have access to worker protections like healthcare; and
- [AB 32](#) (Bonta, Chiu, Gloria, Gonzalez, Kamlager-Dove, and Santiago): Detention facilities: private, for-profit administration services, which is part of our [CalPERS campaign](#).

Finally, last year CFA requested that the State Legislature's Joint Legislative Audit Committee (JLAC) call on the State Auditor to conduct a review of campus-based student fees at several CSU campuses. We are pleased to report the JLAC voted to move forward with this audit, which will focus on the following CSU campuses: Chico, San Diego, San Jose, and San Luis Obispo. For more information, please review the [scope and objectives](#) of the audit.

## In Other News...

**CFA MEMBERS CELEBRATE LABOR DAY ACROSS CALIFORNIA:** Labor Day is an annual reminder of the struggles that workers in the United States have faced and overcome in the last several decades, as well as a celebration of the power and influence of organized labor. To commemorate this powerful legacy, CFA sisters and brothers took to the streets to show their pride on September 2 by participating in several Labor Day events statewide. In southern California, the CSULA chapter rallied with UTLA members at the SEIU Kaiser worker rally in



*CFA activists including Jeb Sprague and Jake Wilson with students at the CSU Long Beach Labor Day Parade in Wilmington.*

Hollywood, while the Long Beach and Dominguez Hills chapters marched in the Labor Day parade in Wilmington. Up in Chico, CFA members joined with other CSU union siblings for a community breakfast with the North State Labor Federation.



**FACULTY TO REPEAT CALL FOR CALPERS TO CEASE INVESTING IN PRIVATE MIGRANT DETENTION:** CFA members are poised to once more call on the pension system to [halt its investments](#) in private prison operators CoreCivic and GEO Group at CalPERS' next board meeting on September 16. This will be the fourth consecutive meeting that we will have attended to lobby board members on this important

matter. Just last month, CFA activists [convened](#) at the CalPERS headquarters, making our union's stance on the issue clear with a series of impassioned remarks. Contact [your chapter](#) if you would like to join the action.

**SAVE THE DATE:** CFA Equity Conference 2020: Connecting for Co-Liberation will take place Feb. 28-29, 2020 in Los Angeles. This event is organized by CFA members from across the state and takes place biennially in even years. Bookmark [this page](#) to find the latest information and materials from past Equity Conferences.



## **Faculty Rights Tip of the Week: Lecturer Preference for Work at the Start of the Academic Year**

At the beginning of each new term during the academic year the teaching assignments for Lecturers are often in flux until the last minute. It can be a challenging time for both Lecturers and department chairs.

[Article 12.29a](#) of our Collective Bargaining agreement governs the assignment of classes during the academic year (i.e. in terms other than Fall). This article provides protection for long-term Lecturers. The administration must follow the order of appointments specified in this article.

If you are a Lecturer who has lost classes this term, we urge you to review [Article 12.29a](#) of our Faculty Contract and contact your campus CFA chapter faculty rights representative if you have questions.

It's useful to know that qualified Lecturers with 3-year appointments must be offered work up to their entitlements before their department offers the same work to Lecturers without 3-year appointments.

Furthermore, Lecturers who worked in 2017-2018 have preference for work over newly hired Lecturers.

All qualified 1-year and 3-year Lecturers have the right to work beyond their entitlements before that same work is offered to a brand-new Lecturer.

If you believe that your rights have been violated, please contact your [CFA Faculty Rights Representative](#). Please note that faculty members only have 42 days to file a grievance from the date they found out about the violations. At most campuses, that deadline is coming very soon.

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.”

## Links of the Week

### **Depression, anxiety rising among U.S. college students**

[Reuters](#)

Suicidal thinking, severe depression and rates of self-injury among U.S. college students more than doubled over less than a decade, a nationwide study suggests.

### **99% of public workers who seek student debt relief don't qualify. California wants to know why**

[Sacramento Bee](#)

California is once again urging the United States Department of Education to explain why 99 percent of applicants for the Public Service Loan Forgiveness Program have been denied, according to a letter sent Wednesday by Attorney General Xavier Becerra.

### **Will the California State University be there for the next generation?**

[CalMatters](#)

Back in 1961, when my wife and I matriculated into the California State University system as blue-collar newlyweds, fees were low enough that by both of us holding jobs and renting low-end digs—as well as by varying our course-loads between full- and part-time—we were able to earn multiple degrees without accumulating a mountain of debt.

### **37,000 Kaiser workers in California vote to approve October strike**

[SFGate](#)

Kaiser Permanente workers in California have voted overwhelmingly to approve a strike in October that would be the largest in the United States in 20 years, according to a coalition of the health care giant's unions.

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