CFA Assembly engages, encourages union activists

Building power for faculty, learning to interrupt racism, and supporting fellow educators facing strikes were among the focal points of CFA’s 88th Assembly, held Oct. 19-21.

The weekend of unionism and activity began Friday as CFA committees and caucuses met to discuss important issues facing faculty. In the afternoon, CFA activists deepened the commitment to our anti-racism and social justice transformation by participating in a comprehensive workshop focused on the roots of racism and what we can do to interrupt it.

The good work continued into the afternoon as Students for Quality Education led "Trans 101," a workshop on trans/gender nonconforming identities and issues, and CFA’s Membership & Organizing Committee led “Let’s Connect,” a workshop focused on building power and member engagement through active listening.

On Saturday, Assembly delegates came together to learn about the campus faculty meetings that are underway now, efforts to encourage Justice for David Josiah Lawson, and heard a panel discussion of challenges facing United Teachers of Los Angeles (UTLA) and Oakland Educators Association (OEA). Both unions are immersed in contract campaigns and face potential strikes.

“As faculty, we know all too well the heavy lift a contract campaign can be, but we also know how critical it can be to securing gains for educators who for years, have been doing more with less,” said Theresa Montaño, a Chicana/o Studies professor at CSU Northridge and Vice
President of the California Teachers Association. “Being able to hear how our K-12 colleagues are tackling their contract fight was truly interesting and uplifting. We stand with them, and are prepared to help them.”

Assembly delegates passed two resolutions in support of UTLA and OEA’s contract campaigns, which are available [here](#).

The Assembly also passed a resolution calling for resolution in the murder of David Josiah Lawson, a Humboldt State sophomore who was killed at a party near campus on April 15, 2017.

The three-day Assembly also included a meeting of CFA’s Board of Directors, where revisions to the representation policy were improved to better reflect our work and commitment to anti-racism and social justice principles.

**Want to learn more about our union and work?**

Be sure to attend the Fall Faculty Meeting on your campus. CFA chapters on each campus are hosting meetings to explore how we all can help build power to win for faculty, students, and the CSU.

CFA chapters holding upcoming meetings include Chico, Dominguez Hills, East Bay, Humboldt, Los Angeles, Maritime, San Luis Obispo, San Marcos, and Sonoma.

[Click here](#) to see a listing of meetings by campus.

**CFA-endorsed candidates tell CFA: We will fight to protect public higher ed!**

CFA activists have been hard at work on campus, in precincts, and at the CFA Assembly in Los Angeles connecting with voters and encouraging them to elect candidates who will protect the CSU and public higher education.

Candidates [Tony Thurmond](#), who is running for Superintendent of Public Instruction, and [Mike Eng](#), running for Senate District 22, stopped by to talk about the important issues facing faculty and students during CFA Assembly on Oct. 21.

Both are CFA members.

Faculty are advocating for Thurmond, a social worker and Assemblymember who has fought alongside CFA in our Fight for Five campaign to improve faculty salaries. He also was among legislators who advocated for increasing state funding for the CSU after 30 years of disinvestment.
If elected, Thurmond would be an ex officio member of the CSU Board of Trustees.

“We’ve got to invest in you so you can continue to invest in our kids and our higher education system,” Thurmond told the crowd.

Faculty have been volunteering in recent weeks for Thurmond, as well as other CFA-endorsed candidates, and there are still more opportunities to take political action. Click here to volunteer with your chapter today!

Also be sure to check out our list of CFA-endorsed candidates who will stand up for the CSU. Vote-by-mail ballots need to be postmarked no later than election day to be counted.

Remember, your vote—and your voice—counts! Please vote Nov. 6.

Tune in: New video highlights #Justice4Josiah

To hear David Josiah Lawson give a speech about his future and what it is to be a man in the 21st century is to glimpse his sincerity and the giving spirit that punctuated his short life.

“Being a man of the 21st century is about the character of your heart. To be a man you have to stand up for what you believe in. To show love and compassion for others. It's a man who is honest and dependable.

It's a man who is a man of his word. It's a man who takes care of the people around him. Being a man of 21st century isn't about the quantity of one's life, but the quality of how you treat others in your life.”

Two years later, Lawson, 19, was stabbed to death at a party near the Humboldt State campus where he was a Criminology & Justice Studies student. To date, his murder remains unsolved.

We have joined in the call for #Justice4Josiah, and are helping increase awareness of the case and the need for resolution. This week, we released a short video that tells Lawson’s story, and includes perspective from his mother, Charmaine Lawson, and CFA faculty leaders.

Click here to watch the video, and share it on Facebook to help further spread awareness.

CFA and SQE also held a week of action Oct. 15-19 to raise awareness of Lawson’s death and to echo the Lawson family’s call for improved safety for all students in the CSU, especially
students of color.

Charmaine Lawson, David Josiah Lawson’s mother, attended the Justice for Josiah event at Sacramento State, which was hosted by the Sacramento SQE chapter. The event included a showing of the documentary “Unsolved Hate,” a documentary that explains the case and the atmosphere in the Humboldt campus community.

“It was one of the most heartfelt and impactful events,” said Margarita Berta-Ávila, CFA Capitol Chapter President. “The students did a terrific job and infused it with thoughtful content and dialogue.”

The latest episode of our Radio Free CSU podcast also highlights the story of David Josiah Lawson. In the special episode, host Audrena Redmond talks with Charmaine Lawson about her son, his journey as a student, and the need to better protect all students in the CSU, especially students of color.

Click here to listen to the podcast today.

In Other News…

FIGHT(ING) FOR YOUR RIGHTS: Earlier this month, faculty rights advocates from CSU chapters around the state met at CFA’s Sacramento office to train on faculty rights topics. The meeting focused on best practices, organizing around and in support of grievances, lecturer appointment rights, settlement drafting, and other items of interest to faculty who fight on behalf of faculty.

“Our faculty rights representatives and staff fight every day to enforce the contract and empower faculty,” said David Bradfield, CFA’s Representation Committee Chair. “They are a truly dedicated group of activists, and all faculty benefit from their hard work.”

Faculty rights representatives in attendance included: Loren Cannon (Humboldt), Dana Collins (Fullerton), Susan Frawley (Chico), Antonio Gallo (Northridge), Melissa Gibson (Fresno), Gina Hanson (San Bernardino), Nichelle Henderson (Los Angeles), Michael Henderson (San Marcos), Neil Hultgren (Long Beach), Marlyn Jones (Sacramento), Mark Karplus (East Bay), Lisa Kawamura (SLO), Martha Kinkade (San Diego), Yeon-Shim Lee (San Francisco), Jennifer Lillig (Sonoma), Mark Martinez (Bakersfield), Ali Moradmand (Maritime Academy), Monica Pereira (Channel Islands), Preston Rudy (San Jose), La Tanya Skiffer (Dominguez Hills), and Frederik Vermote (Monterey Bay).
Staff present included: David Berman, Blanca Castañeda, Jason Conwell, Craig Flanery, Bryan Justman, Beka Langen, Jessica Lawless, Eric Lerner, Maureen Loughran, Sue Pak, Terri Prall, Terry Scott, Kathy Sheffield, V. Jesse Smith, and Jackie Teepen.

Want to learn more about faculty rights? Check out our Faculty Rights Resources and Faculty Rights News.

Faculty Rights Tip of the Week: Range Elevation Reminder

Range elevation is the process through which eligible Lecturers and temporary Librarians can increase their salaries by moving from one salary range to the next.

Normally, eligibility requires five years of service in current range and no Service Salary Increase (SSI) eligibility. Thanks to CFA’s Bargaining Team, range elevation has been expanded so that long-term Lecturers, even if they have not maxed out SSIs, may be eligible too.

The administration must send you a notice so that you know that you are eligible to apply. But it is not automatic, as you must apply by the deadline set on your campus. Some deadlines are approaching very soon, and on some campuses the deadlines have passed. Check your local campus policy to find the deadline that applies on your campus.

If, for some reason, you are denied a range elevation there is a formal appeal process found in Article 12.20 of our collective bargaining agreement.

The appeal process has very short timelines and involves a peer-review panel. We recommend that if you are denied and wish to appeal that decision, contact your CFA Chapter Faculty Rights Representative immediately for advice on your appeal.

Here are some useful links to learn more about range elevation:
  - Range Elevation Resources
  - Individual Campus Range Elevation Policies

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.”

Links of the Week

Are Prop. 10’s big-money foes making California’s housing problem worse? Capital & Main
Topping the list of corporate anti-rent control donors are some of the country’s largest landlords — many funded by Wall Street investment dollars — whose bottom lines could be negatively affected by Prop. 10’s passage.

One in Four CSU Students Graduated On-Time Last Year, and That’s an All-Time High

"The majority of the new classes that are being offered are being taught by part-time, temporary faculty," CFA President Jennifer Eagan said, noting a steady increase in the number of temporary lecturers CSU has hired in recent years. While Eagan said she’s heartened to see graduation rates rising, she’s also concerned campuses will feel intense pressure to get students out in four years, even if it’s not always in their best interest. "We know at the CSU a tremendous number of our students work, and work much more than part time," she said. "Four years might not be a realistic target for all of those students."

New warnings about California students juggling college and jobs

[Students’] job schedules are receiving more scrutiny from educators who are increasingly worried that working more than 15 or 20 hours a week can harm students’ grades and academic progress. That is an important issue in California where the state’s public universities are trying to push more students to finish their bachelor’s degrees in four years rather than five or six.

CSU system just set a record for graduations. And more students ‘Finish in Four’

The university announced Wednesday that its students earned 105,431 bachelor’s degrees between summer 2017 and spring 2018, an increase of 7 percent from the year before. Graduation rates also climbed to their highest levels ever: More than 25 percent of first-time freshmen finished in four years, while nearly 38 percent of transfer students completed their degree in two years.

Students for Quality Education held “Justice for Josiah” demonstration

“It’s so sad that in our society it seems like if there’s a person in power or a majority ethnic-racial person, that things get solved. When it’s a person of color, it gets thrown in the background," said Chris Brown, president of California Faculty Association [at CSU Fullerton].

Community still demands ‘Justice for Josiah’

A member of the “Justice for Josiah” movement, Jill Larrabee, said actions by CSU and California Faculty Association are starting to take hold regarding safety on campuses but society needs to change. Larrabee said we need to learn, educate, heal and grow and get more people in office.

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