

CSUSB



# THE CFA HOWLER

san bernardino

VOLUME 2 ISSUE 1 SEPTEMBER 30TH, 2015

## IMPORTANT FALL DATES

W, NOV 4TH, 12:00 PM, EBD MEETING (ROOM TBA, LC)

STRIKE VOTE: ONLINE, OCT 19TH-28TH.

T, NOV 17TH — GET ON THE BUS FOR BOT MEETING IN LONG BEACH

R, DEC 1ST, 4-6 PM END OF QUARTER PARTY (PANORAMA ROOM)

Visit CFA CSUSB on the web at <http://www.calfac.org/csu-san-bernardino>

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## “NO.”

“Double, double toil and trouble...” Shakespeare may have written the words, but it isn’t hard to imagine the Chancellor’s bargaining team huddled around their own metaphorical cauldron (watercooler? conference table?), uttering a similar incantation to ensure the wretched conditions that CSU faculty have so long labored under.

Since the last publication of the *Howler*, the CO’s team has bluntly told faculty to “go scratch.” Having successfully preserved the right to re-open on salary in years 2 & 3 of our current contract, having produced four impressive white papers on economic conditions for CSU faculty last year, and having worked hand in hand with the CSU system to convince our Governor and legislators to significantly increase budget funding to the CSU this year, our bargaining team was stunned by the alacrity

## Membership has its VOTING privileges

CFA members are now being called to vote to authorize a strike. If the CO has a change of heart and decides to treat faculty with a fraction of the consideration they’ve long reserved for upper administration, we may eventually be called to ratify a 5% GSI raise and SSI. For now, however, things are going as they usually do in the CSU. As you can see from the HEERA process, the CO has little to lose in saying “no” until they can impose a contract on us.

Strikes, of course, are serious business and faculty, committed to students and quality education, never relish the thought of taking this step. But as history in the CSU shows, it almost always takes at least a strike vote to convince the CO that faculty

with which the CO’s bargainers dismissed faculty need and declared *impasse*. According to our representatives, there was no negotiation, no discussion of the sizeable data we brought to the table, and no notice paid to the testimonial evidence that faculty across the CSU had provided.

In short, we asked for a fair 5% GSI and 2.65 SSI for eligible faculty. And like Marcel Marceau in Mel Brooks’ classically absurd *Silent Movie*, they said one staccato word:

“NO.”

So now what?

We are proceeding through the bargaining steps as laid out by the Higher Education Employer-Employee Relations Act (HEERA). *Mediation* has failed and we are into *factfinding*. Depending on that outcome and any potential negotiations that may follow, we will be nearing the legal close of the bar-

gaining process.

What happens next depends on **you**.

According to HEERA, should resolution NOT be reached after the publication of the factfinders’ report, the CO can impose their last best offer: in this case 2% GSI (this was their best offer during last year’s negotiations).

And CSU faculty will have (the legal right) to take collective action to fight for what is right.

This fall’s *Howler*, then, is largely dedicated to why we should commit ourselves to the

“Fight for Five.”

Read on... read on...

JOIN CFA AT <http://www.calfac.org/join-cfa>

Note, too, that there is **no** cost difference between fees and dues. Fee payers and members pay the same: 1.05% of their gross monthly income. Members also typically contribute \$10 per month to the political action committee. (This, however, is optional.) And, lecturers: if you are already a member of the Community College Association (CCA), you are entitled to pay discounted CFA dues. CCA and CFA share an affiliate, CTA, which gives us this benefit. Just note your CCA/CTA membership on your CFA application. How much you save depends on your CC time base:

- ◆ teach more than 60%? \$9.92
- ◆ teach more than 50% but not more than 60%? \$8.10
- ◆ teach more than 33% but not more than 50%? \$5.40
- ◆ teach more than 25% but not more than 33%? \$4.49
- ◆ teach 25% or less? \$3.15

There is still time to join CFA and vote!!!

### Faculty Feel Some Legislative Love:

“While I do not expect a decade of wage stagnation to be reversed in a single year, this offer does not demonstrate a serious commitment to achieving wage parity with other institutions of public education, much less to provide the world-class education California’s students deserve and its 21st century workforce demands.” Assemblyman Rob Bonta in a letter to Chancellor White

Other legislators who have sent Chancellor White letters in support of faculty include: Assembly Speaker-Elect Anthony Rendon, Assemblymembers Luis Alejo, Susan Bonilla Jim Cooper, Mike Gipson, Lorena Gonzalez, Patty López, Evan Low, Patrick O’Donnell, Miguel Santiago, and Tony Thurmond, Senators Ben Allen, Isadore Hall, and Richard Pan, and Senate President Pro Tem Kevin de León.

And this! Senator Jim Beall (who serves on the state Senate budget committee) and a representative from Senator Bob Wieckowski’s office attended SJSU’s *Fight for Five* rally on Tuesday, Oct. 7. Beall told the crowd that he stands with CFA and the need to invest in CSU faculty salaries: “You can’t prioritize the students without prioritizing the faculty.” Thank you, Senator Beall! Thanks to all!

## Why Fighting for Five is Fair...Or, Did You Know...

That since 2007, CSU faculty have seen only two salary increases: a 1.3% GSI in 2013-2014 and last year’s 1.6 % GSI accompanied by a small, selective, sliding scale SSI adjustment?

That in 2009, during draconian budget cuts and unconscionable fee hikes, CSU faculty voted to accept 10% furloughs (a 10% loss in pay that year) to prevent threatened layoffs and the loss of classes for students?

That during that same budget crisis, then-Chancellor Reed failed to object to the cuts, asking only that the state legislature leave CSU administrators flexibility to decide how to weather them? The Chancellor & campus presidents then flexibly awarded 607 management raises to administrators already earning, on average, \$98,000 per year. While faculty suffered 10% cuts, many managers enjoyed up to 10% raises, at a cost of 6.5 million to the system.

That the CO “even-handedly”

approved a 2% raise for all CSU employees for 2015-16, neatly ignoring the fact that 2% of “not much” is a whole lot less than 2% of “lots o’ dough.” Chancellor White’s \$400,746 salary will increase by \$8,446. President Morales’s \$328,570 salary will increase by \$6,571. In contrast, a faculty member making \$80,000 would see a \$1600. raise. And a lecturer making \$45,000 would see \$900.

That while CSU staff have agreed to the 2% raise, they stand to benefit should CSU faculty stand firm and fight for 5%? A negotiated side letter to the staff contract provides that should faculty negotiate more than the 3%, 2%, 2% pools that the CSU has offered across the 3 years of our contract, “the CSUEU may elect to substitute” the new CFA percentages “where there is a difference between the negotiated salary increases.”

That this June, with lobbying

help from CFA and allies, the CSU system received an additional \$97 million to our original allocation in Governor Brown’s 2015-16 budget?

That CFA succeeded in convincing legislators to earmark \$11 million of that money for tenure line hires? And that during those efforts, the CSU administration spoke against our request, arguing again for the importance of “flexibility” to the administration?

That 16 legislators have now sent letters to Chancellor White urging him to do better by faculty than the offered 2%?

What history and current circumstances suggest is this: we work in a system that would prefer to keep us vulnerable and disempowered and under leadership that disregards both our value and our needs. After years of deprivation, and in this time of budget growth, *having to fight for five is not fair.*

But fighting for it is.

### JOIN CFA AT

<http://www.calfac.org/join-cfa>

## Strike Authorization Vote FAQ

### Q: Why are we voting on a strike, if we haven’t exhausted the statutory bargaining process?

While we cannot strike until the statutory process is exhausted, we can and should prepare for that contingency should negotiations fail. CFA needs to know the will of the membership in order to determine next steps and prepare for them.

### Q: I signed a commitment card at the CFA luncheon. Have I already voted?

No!!! CFA used the commitment cards as a litmus test of faculty support for a strike. Based on those cards, it appears that faculty are committed to taking the actions necessary to fight for five. An official strike authorization vote for CFA members will Oct. 19th-28th.

### Q: What will the ballot say?

On Monday, October 19, CFA members will receive a ballot asking you to elect one of the following:

( ) YES, I authorize the CFA Board of Directors to initiate job actions, up to and including strike, if at the conclusion of the statutory bargaining process, a resolution on salary for 2015-2016 with the CSU administration has not been reached.

( ) NO, I do not give strike authorization. I am willing to accept the Chancellor’s last offer of 2%.

### Q: What does striking mean?

It means that we refrain from teaching and the other work we would normally do for the CSU on the day(s) of the strike, and we would organize picket lines and rallies on the campus(es). At this point no decisions have been made about the shape of a strike. Op-

tions could include a system-wide strike, rolling strikes across the campuses, and so on. CFA leaders and members will determine how we’ll proceed if and when negotiations fail.

### Q: Will my job be at risk if I strike?

It is a violation of state law to attempt to dismiss or discipline a faculty member for exercising the right to participate in a lawful job action such as a strike. Should we move to strike, CFA will provide strike education for faculty, making sure that you know your rights and responsibilities in these circumstances.

### Q: What about risks for lecturers and untenured professors?

Again, all faculty are legally protected from retribution. Beyond this, at CSUSB, over 80% of the tenured faculty are CFA members. Membership and participation have not been issues here.

# Get on the Bus: NOV 17th!

On Tuesday, November 17th, faculty from across the CSU will head to Long Beach to tell the Board of Trustees that we deserve fair compensation. CSUSB faculty will be among them. CFA-SB will be arranging for buses. Departure is at 9 a.m. and we'll be returning by 5 p.m. CFA will also help arrange carpools for those who wish to attend, but can't donate a full day to the cause.

## Why YOU should get on the bus

**1) Turnout is essential.** Faculty never want to strike. But we will have little choice unless we can convince CSU leadership to take our needs seriously before we

reach final impasse. Strong faculty turnout in Long Beach will help make that point.

**2) Equity is not enough.** While CSUSB's equity efforts last year were egalitarian and a good start, not everyone in the system fared as well. 13 campus equity programs excluded all lecturers. *Only 1 in 5 faculty in the CSU saw campus-based equity relief last year.*

**3) Campus based equity is not the same as a fair contract.** The Chancellor's bargaining team apparently needs a course in remedial math (or perhaps ethics). They have argued that faculty

should not get 5% GSI this year *because we received it last year!* According to our bargaining team, They arrived at this bit of arithmagic by combining last year's total compensation pool (3%) with the awards from campus equity programs. As faculty, will no doubt recall, GSI last year was 1.6%.

**4) The CO claims that Administration is underpaid but that CSU faculty are on par with other institutions.** In fact, CSU faculty make less than both UC and CC faculty in this state. Meanwhile, the average campus president's salary has increased

36% since 2004. It's time to tell the BOT that management is not the only "talent" that matters in the CSU.

## Heard enough? Had enough?

To reserve your seat on the bus or arrange a carpool, contact CFA at: [cfa\\_sb@calfac.org](mailto:cfa_sb@calfac.org) or (909) 537-5025. Please provide a cell phone number in your message, along with your name and dept. Teach on Tuesdays? Teach online if your department allows it or use your personal holiday to join us. If you don't use it, you lose it — and aren't you tired of losing in the CSU?

## CSU Voices:

### Why are YOU getting on the bus?

"My roof is leaking and it has been for several years. Maybe if I get a 5% raise, I'll be able to fix it this year."

"I am getting on the bus because faculty are fed up with low pay and misplaced priorities. I am also standing up for my students and their right to have quality faculty who are not forced to supplement their low incomes with second and third jobs."

"A 5% raise would mean I'd be able to afford my kid's preschool tuition. Right now, we are depleting our

emergency savings to send her to preschool."

"I am getting on the bus because investing in faculty IS investing in student education."

"5% and a return of SSI would be the first sign in a long, long time that our system recognizes the work of faculty — and values it. These last 10 years have been economically devastating and professionally demeaning, for me and I think for most faculty. I'm at a fight or quit point. So, I'm fighting."



"My car is 19 years old and continually breaks down. If I had a reliable car, I would worry less about being able to get to class. With a 5% raise and SSI, I could afford an actual car payment!"

"I've been a union member my entire life. I believe in the work of unions and I believe we show our belief by doing the work."

"I am getting on the bus for my family and for my kids, for my faculty sisters and brothers, and for my students, to show the CSU that we are serious, our situation is serious, and our needs are serious."

### WHY WILL YOU BE ON THE BUS?

## My turn: CSU's Magic Rhetoric

On Sept. 18th, the CSU held a web-conference about budget questions for members of the CSU student media and CSUN's *Sundial* covered it. One comment from the administration was especially striking. In response to a question about inflated presidential salaries, Laurie Weidener, CSU assistant vice chancellor for public affairs, replied, "Our presidents are the CEOs of our campuses, and they're overseeing operations equivalent to the size of small

cities. They oversee health centers, police departments and full academic buildings, and they're responsible for the fiscal solvency of their campuses."

Let's think about this. First, small cities do not have CEOs. They have mayors. That CSU administrative spokespersons mix their metaphors to confuse public service leadership with private corporate models speaks directly to the problem of the corporatized university.

Second, let's take seriously the comparison of running a university to running a small city. What DO mayors make??

In 2014, the city of Nashville conducted a study of mayoral salaries in midsized cities. Their data showed the following:

|                  |           |
|------------------|-----------|
| Atlanta, GA      | \$147,000 |
| Cincinnati, OH   | \$131,400 |
| Indianapolis, IN | \$95,000  |
| Jacksonville, FL | \$138,400 |
| Kansas City, MO  | \$123,000 |
| Louisville, KY   | \$110,300 |
| Memphis, TN      | \$162,900 |
| Richmond VA      | \$125,000 |
| St. Louis, MO    | \$131,820 |

And how much does Bill De Blasio, mayor of New York, a city of 8.4 million residents, make?

\$225,000.

Clearly, when every single CSU campus president makes more money than the mayor of the most populous city in the US, both CSU's priorities and its rhetoric are out of whack. Of course, this probably isn't news to California Governor Jerry Brown: he makes \$174,000 annually.

Kurt Collins is a full professor of Art and a CFA department rep.

**California Faculty Association  
San Bernardino Chapter**

“Join and be a part of the solution!”

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**CFA CSUSB is a small group of committed activists who donate our time to help ensure fair working conditions for all faculty, as well as to promote access and high quality education for all our students. As part of statewide CFA, we coordinate with colleagues across 23 campuses, working at the state levels for fair working and learning conditions. At the local level, we work to ensure faculty rights are respected, to represent faculty interests with CSUSB administration, and to keep faculty informed about issues of concern.**

**CFA CSUSB is also YOU, our membership.  
Thank you for being part of the solution.**



# It's a puzzle...

**FAIR PLAY = FAIR PAY**

(Let's face it — we always have to search for it!)

- GSI
- SSI
- FAIRNESS
- UNION
- BARGAINING
- IMPASSE
- MEDIATION
- FACTFINDING
- BLACKOUT
- NEGOTIATION
- MEMBERSHIP
- ACTION
- VOTE
- STRIKE
- SETTLEMENT
- RAISES

M C R A D Y F N M T G G T L S  
E E I A N I O G M N S N S W E  
S D M N I I S E N A G I S Q T  
S W L B T S D G I O F D H N T  
A L N C E I E T S X N N O R L  
P F A U A R Y S U O L I S S E  
M W R T T V S W J O T F Y T M  
I W I N B S E H E A K T S H E  
H O N W T K X W I K T C G Q N  
N T S L D K R T C P Y A A U T  
S T R I K E O J U R J F I L V  
Q Q B A R G A I N I N G O O B  
V B Z B E D C B I I B M T P V  
S S E N R I A F O L T E W H P  
Y H Y Z Z E N X N S T W Y P J

**The Solution:**

Join CFA to become a voting member.

Vote YES to authorize a strike, should all negotiations with the CO fail. Voting online runs Oct. 19th –28th.

Get on the bus on Nov. 17th and head to Long Beach to let the BOT know faculty need and deserve 5% GSI and SSIs! The best way to avert a strike is to convince the CO we mean business now.

