

From the California Faculty Association
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CFA HEADLINES

August 6, 2013 · Weekly news digest from CFA

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· CFA & CSU holds first “reopener” bargaining session

In July CFA met for three days with CSU management on the salary and benefits sections of the current faculty contract.

This session focused on these two articles exclusively; the existing Collective Bargaining Agreement (CBA) allows either side to “reopen” on salary and benefits, leaving the rest of the CBA in effect.

In March CSU Chancellor Timothy P. White’s announced that he intended to set aside money for modest salary adjustments, pending passage of the state budget. Chancellor White’s labor relations staff had signaled for some months that they intended to request bargaining on health benefits also.

Once the budget, with its \$125 million augmentation, was signed into law, CFA immediately requested to bargain for the raises. The sides met July 24-26.

Both sides are reviewing information presented during the first negotiating session and talks are scheduled to resume August 12-14.

While reopener talks are in progress, it should be noted that the entire contract expires on June 30, 2014. CFA is already preparing for this successor bargaining, and will conduct a survey of members in the coming months in preparation for our first full contract negotiations under the CSU’s new leadership.

Feel free to contact the bargaining team at bargainingideas@calfac.org

Please include “reopener bargaining” in the subject line.

· CFA to kick off fall term with meeting this weekend

CFA members from across the state will gather in Sacramento this weekend to set a course for the 2013/14 academic year.

This year's kickoff event will focus largely on revving up activists to continue growing our numbers through member recruitment, while at the same time beginning to lay the groundwork for contract bargaining in 2014 and beyond.

Friday's events will be followed on Saturday by working meetings of CFA's Council for Affirmative Action and Lecturers' Council, as well as training for new chapter leaders.

· San José suspends Udacity experiment

On July 19 San José State announced it had suspended a highly touted collaboration with online provider Udacity to offer low-cost, for-credit online courses after finding that more than half of the students failed to pass the classes.

That announcement, first published in [Insider Higher Education](#), quickly became the higher ed story of the summer as [publication](#) after [publication](#) examined what the Udacity failure meant to the future of online learning.

That same day, San Jose CFA chapter activists Kell Fujimoto and Liz Cara [published an op/ed in the San Jose Mercury News](#) criticizing campus President Mohammad Qayoumi for sounding more like a tech CEO than an educator, with his mantra that the CSU should "fail fast" with online courses. They wrote:

"Dealing with tough economic times by handing off education to private vendors and using public funds to increase online offerings through these vendors will not serve California well in the long run."

The Los Angeles times also weighed in with a [thoughtful editorial](#), writing:

"Even pilot programs must be carried out with more care. Online courses should be developed thoughtfully, from within the colleges, not as a result of top-down directives...It still takes well-educated people, interacting with those who need an education, to provide high-quality courses, whether that's via the Internet or in a classroom."

· Senate Bill 520 to outsource student learning on hold

A controversial bill to pass off thousands of course sections in public universities to nontraditional providers of instruction—some of them for-profit or unaccredited—has been set aside for 2013.

Inside Higher Ed explains the genesis of the bill nicely:

“Senate Bill (SB) 520, [unveiled in March](#) by a Senate Pro Tem Darrell Steinberg, initially would have required the state’s 145 public colleges and universities to grant credit for low-cost online courses offered by outside groups, including for-profits companies, among them the providers of massive open online courses, or MOOCs. The legislation was the subject of massive media coverage, with many citing it as evidence that traditional higher ed models were doomed.”



Last week Steinberg’s office announced that he was making SB 520 a two-year bill. That means the Pro Tem has tabled the legislation for 2013 and may pick up the bill next year, or discard it altogether.

CFA—along with a coalition of education allies—lobbied throughout the spring and into summer, encouraging Steinberg to amend or abandon the bill. CFA’s governmental relations team will continue to monitor SB 520 so that the faculty can respond appropriately.

· Important news on healthcare premiums

There are a number of important developments taking place with regard to faculty (and all state worker) health benefits that require your attention:

- **Healthcare Premium rates** change every year; and in some years, the plans included in the top four change. These changes alter state support and the cost to members. In 2014, there will be an increase in Kaiser premiums and a decrease in premiums in three other plans. [View CFA’s fact sheet on Healthcare Premiums & Related News.](#)
- **Open Enrollment** for CSU employees is Sept. 16 to Oct. 11, 2013. During this time you can change plans or add/drop dependents.
- **Dependent Eligibility Verification (DEV) Project:** CalPERS has been engaged in DEV to reduce costs and ensure that dependents enrolled under members’ health plans meet the plan eligibility requirements. CalPERS is requiring documentation of dependents by September 12, 2013. [More information is available through the CalPERS website.](#)
- **Good News Post-DOMA:** CalPERS members who had same-sex marriages in 2008 may enroll their spouse now until **December 31, 2013**. After this date they will have to



wait for an open enrollment period. The enrollment parameters for all newly-married couples are the same as always: a member may add a new spouse—now regardless of "gender"—and eligible dependent children within 60 days from their marriage date.

[Learn more.](#)

· Faculty rights tip of the week: Weingarten Rights

This is a new feature for the CFA Headlines. CFA will regularly run a brief “faculty rights tip” or short information piece about the faculty contract.

WEINGARTEN RIGHTS

Have you ever been called in to a meeting with a campus administrator and, once in that meeting, realized that they were conducting an investigation or asking questions that could result in discipline or affect your personal working conditions?

WEINGARTEN RIGHTS

If this discussion could in any way lead to my being disciplined or terminated or have any effect on my personal working conditions, I respectfully request my union representative, officer or steward to be present at this meeting. Without union representation, I choose not to participate in this discussion.

You are entitled to CFA representation in such a meeting and have certain rights, known as Weingarten Rights. You should invoke those rights immediately by saying,

“If this discussion could in any way lead to my being disciplined or terminated, or affect my personal working conditions, I request that my steward or union officer be present at the meeting. Without representation, I choose not to answer any questions.”

Want to learn more? Become active with your local CFA chapter faculty rights team. [Find your 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.”

· PERB win reinforces obligation of CSU to meet and confer

This summer Public Employee Relations Board (PERB) found in CFA’s favor in a case involving CSU Management’s issuing of Executive Order ([EO 1053](#)) regarding Counselor workload without meeting and conferring before implementation.

The decision requires that CSU management post this loss publicly on every campus, and highlights the importance of using all the tools provided by our contract to enforce workload and other rights.

If you believe that a new campus or statewide policy may impact your workload or other working conditions, you should talk with your faculty rights representative. As a union, we have the right to meet and confer before new policies are implemented. Additionally, some policies or practices may violate the Collective Bargaining Agreement. In the area of workload, unreasonable or excessive workload is proscribed for instructional faculty per Articles 20.3 b

and c; counselors, librarians, and coaches should not be assigned work that requires working in excess of 40 hours per week.

· Links of the week

CSU chief financial officer to retire; opponents say he leaves under cloud of mismanagement

A newly released audit revealed questionable travel expenses in the department overseen by the outgoing chief financial officer and executive vice chancellor for the California State University system. – [Long Beach Press-Telegram](#)

The attack of the MOOCs

An army of new online courses is scaring the wits out of traditional universities. But can they find a viable business model? – [The Economist](#)

Setting Limits for Outsourcing Online

A growing number of colleges are teaming up with outside firms to ramp up their online offerings. Those unaccredited partners include companies like Academic Partnerships, 2U, Udacity, Coursera and Altius Education, which jointly managed Ivy Bridge. – [Inside Higher Ed](#)

University of California, AFSCME contract talks deadlocked

Despite more than a year of bargaining, a two-day strike and union accusations that its medical facilities are understaffed and poorly managed, the University of California's contract talks for its 15,000 hospital workers remain deadlocked. – [Sacramento Bee](#)

CalPERS, CalSTRS post double-digit annual gains

The nation's two largest public pension funds on Monday reported double-digit annual returns from rising stock and real estate prices, but cautioned against focusing too much on short-term performance. – [The Associated Press](#)

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