

From the California Faculty Association
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CFA HEADLINES

August 13, 2013 · Weekly news digest from CFA

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CFA kicks off new academic year

Faculty from campuses up and down California gathered in Sacramento last Friday and Saturday to begin preparations for what is shaping up to be another important year in the California State University.

“It is the goal of CFA,” CFA President Lillian Taiz told the Fall Kickoff crowd, “that this academic term we finally move beyond the morass of the budget cuts years and achieve significant progress both in our contract and for the quality of education we are able to provide our students.”



A main topic was bargaining for Unit 3: Faculty. Bargaining is already underway on “reopeners” on salary and benefits in the final year of the current faculty contract. Preparations begin this fall with a faculty survey leading up to CFA’s stance in bargaining the next faculty contract. The current contract expires June 20, 2014.

Reopener bargaining began in July and continues this week.

CFA Bargaining Chair Andy Merrifield advises, "CFA and CSU management met for three days in late July to discuss reopeners in the current contract. Both sides had detailed ideas that required substantial analysis. CFA looks forward to continuing negotiations this week. Both sides have expressed interest in a speedy completion of this process."

Feel free to contact the bargaining team at bargainingideas@calfac.org. Please include “reopener bargaining” in the subject line.

Kickoff tackles building CFA membership

CFA activists at the Fall Kickoff examined the importance of continually building CFA membership, particularly when big issues and contract bargaining are on the agenda.

Building our membership demonstrates that faculty care about our students, the quality of the education we provide them and the work environment.



Many faculty are not aware that CFA membership is not automatic, even though all faculty are protected by the faculty contract that CFA negotiates.

Faculty become members of CFA by signing a card indicating their wish to be counted as members. Membership gives an individual the right to vote in CFA elections and to participate in CFA governance structures, such as campus chapter executive boards or one of the many CFA committees. Membership also offers a range of benefits in addition to the negotiated benefits in the contract.

If you are a CSU faculty member who has not yet joined, please [join now](#).

If you are already a CFA member, it is easy to help build membership. Please encourage someone in your department who is not yet a member to join. Go to the CFA web site for [information and membership forms](#).

CFA’s Council for Affirmative Action guides a “Journey into Change”

Across a range of organizations, from the California Teachers Association to Fortune 500 companies, organizational leaders are participating in a new workshop to raise one’s self-awareness about his or her relations with other people.

“Journey into Change” is predicated on the idea that everyone, no matter their background, carries some kind of unconscious bias or preference towards others; and that we all can learn more about ourselves in this regard and engage in a non-threatening examination of it.

At the Kickoff last weekend, CFA’s Council for Affirmative Action guided union leaders and activists through this workshop with an emphasis on hiring, evaluation and retention practices on CSU campuses that interfere with the recruitment and retention of diverse faculty.

Cecil Canton, chair of the Council, says “In the safety of the workshop environment, we encouraged people to engage in open, respectful dialogue to start a transformative experience.”

Canton adds, “Research about the unconscious is clear: Knowing something and gathering information does not change our behavior by itself. For the brain to integrate we have to develop new self-observational skills.

“We hope people’s explorations through this workshop will have a practical impact on better hiring and promotion processes on the campuses,” he says.

To hold a workshop on your campus, please contact CFA Field Representatives [Audrena Redmond](#) (southern California) or [Maureen Loughran](#) (northern California). For more about Journey into Change, see the [article in California Faculty magazine, Spring 2013](#).

Get your questions answered about changes to the faculty's healthcare benefits

In CFA Headlines last week we shared important [new info on the CSU faculty's healthcare benefits](#).

It's CFA's goal to inform the faculty, but we cannot answer individual questions nor enroll you in healthcare benefits plans.

So, this week we share where to turn to get your questions answered, to enroll in a plan, or to make changes to your current plan.



One great place to contact is your campus human resources office. Please search [your campus web site](#) for the contact information.

You also can contact the CalPERS Customer Contact Center at 888-CalPERS (888-225-7377).

CFA to participate in caravan for immigration reform

CFA members will join other unions and community groups in a caravan from Los Angeles to Bakersfield this Wednesday, August 14, for a rally outside the office of Bakersfield Congressman Kevin McCarthy. The rally will call on him to vote in favor of comprehensive immigration reform.

You can join in, too. See the [California Labor Federation web page](#) to learn how to participate, or contact CFA field representative Blanca Castañeda at 626-379-7380.



CFA Vice President Kim Geron says of comprehensive immigration reform: "We all know someone who seeks the path to citizenship, whether it's someone in our family, our friends or neighbors, in our church or on our campuses where we teach.

"CFA stands with people fighting for this bill. We see this as part of fighting for our Dream Act students who are struggling to achieve their dreams"

CFA's Executive Board adopted a [resolution supporting comprehensive immigration reform](#) earlier this year.

Faculty rights tip of the week: personal holiday

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.

PERSONAL HOLIDAY

Did you know that every faculty employee is entitled to one Personal Holiday each year?

33.3 A faculty unit employee shall be entitled to a Personal Holiday, which may be taken on one (1) day during the calendar year. If the faculty unit employee fails to take the Personal Holiday before the end of the calendar year, the holiday shall be forfeited. CSU and CFA shall endeavor to inform a new faculty unit employee of his/her Personal Holiday. Scheduling of the Personal Holiday shall be by mutual agreement of the faculty unit employee and the appropriate administrator.

Want to learn more? Become active with your local CFA chapter faculty rights team. Find your representative here. <http://www.calfac.org/faculty-rights-chapter-representatives>

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.”

· Links of the week

Messages about Public Education that don't sell well (and ones that will)

Five messages about public education we should stop using because they don't sell well. — [Education Opportunity Network](#)

Udacity's San Jose Stumble: The Perils Of 'Failing Fast'

Cheap online education may still have a bright future at the college level, but crusaders for change won't want to follow the short, unhappy example of Udacity's efforts to create remedial math and statistics classes for San Jose State University. — [Forbes](#)

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