

From the California Faculty Association  
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## CFA HEADLINES

**September 17, 2013 · Weekly news digest from CFA**

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## Welcome back

Two of the California State University campuses on the quarter system start the new academic year this week. Welcome back to CSU faculty and the campus communities at Bakersfield and San Bernardino.

## CFA members submitting bargaining surveys in big numbers. Join them!

The CFA Bargaining Survey to collect CFA member input on issues in the next faculty contract is getting a strong response. In the first week, nearly 2,000 responses have come in.

This academic year, CFA and the CSU Chancellor’s Office will begin talks on the next collective bargaining agreement for Unit 3: Faculty in the CSU. Our current contract expires on June 30, 2014.



To prepare, the CFA Bargaining Team initiated this survey and invites all CFA members to participate.

You can [access the survey](#) via the CFA web site.

Printed copies of the survey are available from your [CFA campus chapter](#). But please remember, you also have the quick and easy option to [complete the survey online](#).

Let your voice be heard—[fill out the survey](#) today.

If you have not yet become a CFA member and want to participate in your union, it's simple to sign and submit a membership form. [Join CFA](#) today.

## **CFA bargaining info meetings scheduled at CSU campuses**

CFA Officers and Bargaining Team members are visiting campuses to meet with you about the process and issues in negotiating the faculty's next contract. All CSU faculty members are invited to attend.

(Note, a meeting has already been held at these campuses: Sonoma, Dominguez Hills, San Bernardino, Fresno and Channel Islands. If you missed it, learn about bargaining by [contacting your CFA campus chapter](#).)

Here are the upcoming meetings.

Monday, Sept 23

- CHICO, 5-8 pm, Mom's Restaurant.

Tuesday, Sept 24

- HUMBOLDT, 1-2:30 pm, UC Banquet Room.

Wednesday, Sept 25

- SAN MARCOS, 2-4 pm, [call CFA chapter](#) for location.

Thursday, Sept 26

- MONTEREY BAY, 5-7 pm, UC Living Room.
- MARITIME, 11 am-Noon, Peachman Hall.

Monday, Sept 30

- STANISLAUS, 11 am-1:30 pm, FDC 118.

Tuesday, October 1

- SAN DIEGO, 11:30 am- 1 pm, Faculty Staff Club.

Thursday, Oct 3

- POMONA, 11:30-1:30 pm, Kellogg West.

Monday, Oct 7

- EAST BAY, Noon-2 pm, Biella Room, Library.

Tuesday, Oct 8

- FULLERTON, 11:30-1:30 pm, PLN 130.

- SAN JOSE, Noon-2 pm, ENGR 285/287.

Wednesday, Oct 9

- LONG BEACH, Noon-2 pm, Anatol Center.

Thursday, Oct 10

- LOS ANGELES, 3-5pm, FA 143.
- SAN LUIS OBISPO, 11 am-1 pm, [call chapter](#) for location.
- NORTHRIDGE, 11:30 am-1:30 pm, [call chapter](#) for location

Wednesday Oct 16

- BAKERSFIELD, 11:30 am-1:30 pm, [call chapter](#) for location

Thursday, Oct 17

- SACRAMENTO, 5-7:30 pm, [call chapter](#) for location.

## Faculty Rights Tip of the Week: Salary Increases— “Raises”

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

### **SALARY INCREASES—“RAISES”**

Article 31 of the CSU/CFA Contract contains the salary information bargained in the current contract. In successor bargaining, we hope to see funded raises. Here’s a quick review of the types of salary increases for which we bargain.



**General Salary Increase (GSI).** All Unit 3 employees receive all bargained GSIs. A GSI is for everyone.

**Service Salary Increase (SSI).** Eligible faculty currently receive SSIs only in years when they are funded. Only one SSI can be awarded per year, and members at the top of their salary range steps are ineligible.

**Equity Increases.** Equity Increases are intended to repair inequitable salary structures such as salary inversion and compression. In short, due to dates of hiring and periods of no funded SSI raises, more senior faculty find themselves earning less than new hires who come in at closer to ever-rising nationwide market rates.

**Market Increases.** Salary adjustments that may be made based on market considerations. Faculty members must apply to the campus president for a Market Increase and they must supply demonstrations that they should be paid more. Like merit pay, Market Increases leave much to the discretion of management.

**Range Elevation.** Salary increases available to lecturers who have been in their salary range for five years and are at the SSI maximum for that range. This allows them to move from Range A to B, B to C, or C to D. If granted, a range elevation brings a salary increase of at least 5%. Campuses are required to notify lecturers who are eligible to apply for a range elevation at least 30 days prior to the campus deadline for submitting the range elevation application (see Article 12.18).

*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 suggest a tip, [please write us](#) with the subject line “Faculty Rights Tip.”*

## **Open enrollment to get or change faculty health benefits underway, ends Oct. 11**

The open enrollment period for CalPERS healthcare benefit plans is underway now through October 11. During this time new faculty members can choose a health plan for themselves and their families, and continuing faculty can make changes.

CSU faculty members should already have received information from CalPERS. The CalPERS “Open Enrollment” mailing includes a table of available plans by county.

If you have not received the mailing or have questions, [details are on the CalPERS web site](#). (Note, the site may ask you for information about your CalPERS status before going to the main page, where there is a box to connect you to the open enrollment page.)



Note that the net costs of some plans will change in 2014 as health care plans adjust their premiums. The CSU contribution of 100% for employee and 90% for dependents is based on a “weighted average” of the four most popular health plans’ premiums. A CSU employee pays more when the premium for the plan he or she chooses is above the weighted average.

## **National Science Foundation review of Udacity/San Jose MOOC experiment released**

Four months after the end of the semester, National Science Foundation researchers released a preliminary report on the MOOC experiments at San José State. While the online project was announced earlier this year amid broad national publicity, the [NSF report was placed quietly on a campus web](#)



[site](#) last week.

Overall, the findings show students in target populations did not do well. Pass rates ranged around 24% to 30%.

“This report just confirms much of what we already knew from past research on online learning,” says Steve Filling, a Stanislaus faculty member who has followed developments on this project closely.

“We already knew that the digital divide is real in many communities our campuses serve and that under-prepared students struggle in online classes without close interaction with and regular feedback from their instructors. This whole project was touted from its inception as a giant step forward for ‘access.’ Let’s hope the report encourages more awareness about who is likely to succeed in online learning and who is not.”

[See a summary of the NSF preliminary report in Inside Higher Education](#)

## **California Legislature OKs CFA-supported bill to allow undocumented immigrants to practice law**

[NEWS RELEASE FROM CALIFORNIA LATINO LEGISLATIVE CAUCUS](#) - September 13, 2013. SACRAMENTO, CA – Leaders of the California Latino Legislative Caucus issued the statement below in support of AB 1024 by Assembly Member Lorena Gonzalez (D-San Diego). This measure, which is co-authored by the Latino Caucus, permits the State Supreme Court to admit as an attorney any applicant who has fulfilled all requirements for a law license notwithstanding their undocumented status. The bill passed out of the Assembly tonight and heads to Governor Edmund G. Brown Jr. for his consideration:

“Today, the Latino Caucus stands proud having spearheaded the passage of this priority bill for those hardworking members of the undocumented community who aspire to be an attorney,” stated Senator Ricardo Lara, Chair of the Latino Caucus. “This bill is critical to ensuring that all residents, irrespective of legal status, can continue to pursue their American Dream.”

AB 1024 is a direct response to a case currently pending at the California State Supreme Court. Recently, the Court heard testimony in the case *In Re Sergio C. Garcia on Admission* (S202512), which concerned Mr. Garcia’s petition to obtain a law license in California. Having passed the State Bar examination and fulfilled all other requirements, Mr. Garcia was routinely sworn into the legal profession in 2011. Two weeks later his license was rescinded on the basis that the Personal Responsibility and Work Opportunity Reconciliation Act passed by Congress in 1996 prohibits undocumented immigrants from receiving professional licenses with the use of public funds, unless state law explicitly overrides it.

“AB 1024 completes the promise we’ve made to DREAMers who have worked hard, studied hard, passed the Bar exam and now just want the right to make a living for themselves as an attorney,” stated Assembly Member Gonzalez.

“AB 1024 explicitly allows the Supreme Court to admit all law license applicants who have fulfilled the admission requirements regardless of immigration status.”

The amended bill is now awaiting a signature from Governor Brown.

ADDENDUM: CFA testified at a legislative hearing in favor of this bill.

## Links of the week

### **Diane Ravitch: School privatization is a hoax, “reformers” aim to destroy public schools**

“Our public schools aren’t in decline. And ‘reformers’ with wild promises don’t care about education — just profits.” Former US Ed Sec’y Diane Ravitch takes on “pseudo-reform” in the public schools. She raises points worth thinking about regarding higher education, too. —

[Salon](#)

### **Nassau Community College (New York) adjunct faculty go on strike**

The Nassau Community College adjunct faculty union went on strike Monday for the first time since 1982 after the school's board of trustees voted down a proposed contract settlement. —

[Newsday](#)

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