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REASONS

why all Lecturers should be

CFA MEMBERS

Because there is no other college or university in the U.S. where:

- 1) If you teach 40% of full time (6 units) you get the same subsidized medical, dental, optical, life, and disability insurance as full-time, tenured faculty.
- 2) If you teach at least half-time (7.5 units) for 3 consecutive semesters or 4 consecutive quarters, you become a member of CalPERS and can retire with only 5 years of service credit and receive a defined benefit pension as well as life-long medical and dental benefits for yourself, a legal spouse or domestic partner and any dependent children up to age 26.
- 3) Three of the four Lecturer salary ranges are identical to the salary ranges of tenure-track faculty.
- 4) If you have the same terminal degree as a probationary hire, you are placed in the assistant professor salary level.
- 5) There is a contractual process that allow you to move into the associate and even full professor salary ranges.
- 6) You're eligible for the same bargained raises as full-time, tenured faculty.
- 7) If you teach at least 1 semester or 2 quarters in 6 consecutive academic years in a single department you're eligible for a renewable 3-year appointment with formal entitlement and higher preference for work.
- 8) If your entitlement has been met, your department is contractually obligated to offer you additional classes—up to and including 15 units/full time—before they can hire a brand new Lecturer.
- 9) You're eligible for the same CSU grants for research, scholarly, and artistic endeavors as full-time, tenured faculty.

JOIN TODAY!

calfac.org/join-cfa



Because there is no other college or university in the U.S. where:

- 10)** You can vote for your department chair.
- 11)** You can serve on the Academic Senate.
- 12)** Two of the nine statewide CFA officers are Lecturers.
- 13)** Five of the members of the statewide bargaining team are Lecturers.
- 14)** The union by-laws require that all statewide CFA committees have at least one Lecturer member.
- 15)** The Chair of CFA's Contract Development & Bargaining Strategy Committee (CDBS) is a Lecturer.
- 16)** As a member, you will not be paying one cent more than you're already paying in agency fee/fair share, but will have all of the benefits of membership.
- 17)** As a member, you will be able to vote for or against a bargained contract, for or against a strike, and be able to vote for chapter officers.
- 18)** We as Lecturers are the majority of the bargaining unit by headcount, but a minority of the members.
- 19)** You will have a voice in the Union and know that you are standing together with your colleagues to improve working conditions for all faculty, including Lecturers.
- 20)** All of these gains for Lecturers were hard-fought for by CFA and none were due to managerial largesse.



Join CFA today!

⇒ It's as easy as a few clicks: calfac.org/join-cfa

⇒ From the CFA mobile app: Open the web browser on your smartphone and go to www.calfac.org. The mobile version of the site will load. Tap "Join CFA."