



## California Faculty Association

### WELCOME TO OUR UNION

The California Faculty Association is the collective bargaining representative for all faculty in the California State University. We represent the 28,000 tenured, tenure-track, and lecturer faculty, counselors, librarians, and coaches at all 23 CSU campuses. Your membership strengthens us all—join today at [calfac.org/join-cfa](http://calfac.org/join-cfa).

#### WORKING TOGETHER FOR FACULTY

CFA negotiates with the CSU administration for the contract that covers our work. We also promote academic freedom and Anti-Racism and Social Justice efforts, uphold faculty rights, defend financial protections for the faculty, and promote faculty participation in CFA and CSU governance.



#### STANDING UP FOR OUR STUDENTS

As CSU faculty, we prepare future generations for careers in an array of fields, from education to engineering. CFA advocates for students and for policies and practices that improve affordability, access, and quality. Student learning conditions are faculty working conditions.



#### IMPROVING OUR UNIVERSITY

As a union, CFA advocates for fairness on behalf of all faculty earning our living as educators. We invite you to stand with us to protect and improve one of the greatest university systems in the world. Join with us today! It takes just a minute to join: [calfac.org/join-cfa](http://calfac.org/join-cfa).



### TOGETHER, WE ARE STRONGER

Join with us to advocate for the California State University and improve our workplace. The more members we have, the stronger we are in our advocacy work. Our success in standing up for quality higher education depends on the strength of our membership. Join CFA today. Your membership strengthens us all.

DEAR COLLEAGUE,

On behalf of the more than 28,000 faculty members represented by the California Faculty Association, it is my pleasure to welcome you to the California State University.

This is the time to join CFA. Simply go to the CFA website, [calfac.org](http://calfac.org), and click on 'Join CFA.'

We are fortunate to have collective bargaining guaranteed to the CSU faculty by law. For over 30 years, CFA has served as the faculty's elected representative on matters related to employment with the CSU administration. Bargaining Unit 3 includes tenured, tenure-track, and lecturer faculty, counselors, librarians, and coaches at the 23 CSU campuses.

#### TOGETHER WE ARE POWERFUL

I hope that you will **join with thousands of your colleagues** in the CSU and become a member of CFA. You can use the form in this packet or you can join online at [calfac.org/join-cfa](http://calfac.org/join-cfa).

There will be many opportunities over the coming academic year for you to participate in our faculty union. As always, our success in standing up for quality education depends on the strength of our membership.

### FROM CFA PRESIDENT JENNIFER EAGAN



CFA's major responsibility is to bargain a contract that establishes and guarantees faculty rights and determines salaries, workload, and other conditions of employment.

The faculty contract protects you, starting with your very first day of employment in the CSU; it allows you to enjoy the rights that have been won by faculty over decades of bargaining with the university's management.

#### OUR FACULTY CONTRACT

We are interested in helping our newest colleagues establish successful careers in the CSU. We hope you will become familiar with the faculty contract, which can be found along with other important information related to your CSU employment on CFA's website, [calfac.org/contract](http://calfac.org/contract).

Our contract is good not only for the faculty, but also for the university. The fate of the faculty is intimately entwined with the fate of the university itself.

#### **It takes all of us working together to make the contract a reality in the day-to-day functioning of the CSU.**

We encourage you to learn how our contract protects faculty rights and how you can support your colleagues when help is needed to enforce this hard-won agreement.

#### ADVOCACY FOR THE FACULTY, THE CSU, AND HIGHER EDUCATION

In addition to bargaining, CFA works hard to secure state funding for the CSU system, and for laws that will provide the best learning and working conditions. We are proud that each year, hundreds of faculty work with our professional legislative staff to talk one-on-one with legislators about the system's needs and the faculty's concerns.

On CSU campuses, we work to protect instructional programs and student services. CFA has developed a prominent public profile, conducting research about the CSU, and persistently developing our capacity to work on key issues in higher education.

Our accomplishments result from the hard work of our faculty colleagues. CFA welcomes your participation. Join us in helping to ensure the future of your campus, the CSU, the state, and our nation.

**The first step is to join CFA.** You can join online at [calfac.org/join-cfa](http://calfac.org/join-cfa).

*Or, complete the membership form that is included in this packet.*

## WE ALL CONTRIBUTE

CFA member dues support essential work including bargaining the contract and protecting our rights under it.

As faculty, we need to collectively fund an organization that will be a strong and intelligent voice, and present well-informed arguments for what it takes to deliver quality education.

## BECOME A CFA MEMBER

### **We urge you to join CFA.**

As a member of CFA, you can participate in determining CFA's goals and course of action. As a member, you send an important message about the faculty's commitment to protecting our professional role in the university, to keeping the university accessible for students, and to enhancing the quality of education our students receive.

Our motivation is simple. **Every new member helps to ensure that CFA truly represents faculty sentiment on the critical issues that we must influence; every CFA member helps to attain these goals.**

**Join today.** Go to [calfac.org/join-cfa](http://calfac.org/join-cfa).

Once again, we extend our warmest welcome to you. We are pleased to have you as a new colleague, and we are committed to supporting your work in the university.

In Union,



Jennifer Eagan, CFA President  
Professor of Philosophy and Public Affairs & Administration, CSU East Bay

## B E C O M E A M E M B E R

Now, more than ever, it is critical that we stand together as one faculty union. Be part of the fabric and framework that protects faculty rights, academic freedom, and improves the lives of our students and CSU system. Join CFA today!

[calfac.org/join-CFA](http://calfac.org/join-CFA)

# FACULTY RIGHTS: WE'RE HERE WITH YOU

## OUR CONTRACT MATTERS!

The faculty contract is an essential document that protects your rights and benefits at work. Whether you are tenure-track, lecturer, librarian, coach, or counselor faculty, the contract guarantees due process protections for you. These protections establish ground rules regarding personnel action files, evaluations, and university personnel decisions and actions.



*STRONG MEMBERSHIP  
MAKES A CLEAR STATEMENT  
THAT FACULTY INTEND TO  
PLAY A DECISIVE ROLE IN  
DETERMINING FACULTY  
WORKING CONDITIONS*

### **Join CFA today!**

Faculty rights are the result of hard-fought gains CFA made during contract negotiations with CSU management.

[calfac.org/join-cfa](http://calfac.org/join-cfa)

## TIPS FOR NEW CSU FACULTY

- **SALARY:** Your starting salary is a matter of personal negotiation with the campus administration. It is not set by union negotiation. Once hired, salary and benefits are negotiated and governed by the faculty contract and negotiated by CFA. Our recent pay raises exemplify what is possible when we work together as a faculty union.
- **BENEFITS:** All full-time faculty are entitled to health, dental, vision, and retirement benefits as defined in the contract. Part-time faculty who have been appointed for at least 0.4 time base for at least one semester, or two or more consecutive quarters, are eligible for health benefits. These units do not have to be at the same campus if you are teaching at more than one CSU. CFA negotiates to protect the benefits in our contract, and advocates with elected officials to safeguard those benefits.
- **EVALUATION:** Evaluation criteria and procedures shall be made available to the faculty unit employee no later than 14 days after the first day of instruction of the academic term. Be sure to contact your supervisor and/or department chair to learn the evaluation criteria and procedures for your position. Evaluations are important to your success. We have faculty advocates who can help!
- **DISCIPLINE:** If you believe at any point that you are being questioned or investigated for potential discipline, or if you receive a notice of any kind about potential or impending discipline, you should contact your CFA representative immediately.

## LEARN MORE

It is critical that you know your rights and that you come to CFA when problems arise. You must know your faculty rights in order to stand up for them.

You can read our entire faculty contract online at [calfac.org/contract](http://calfac.org/contract). **We also have compiled Faculty Rights Tips at [calfac.org/faculty-rights-tips](http://calfac.org/faculty-rights-tips). We are here to help new faculty!** Find your campus CFA representative at [calfac.org/faculty-rights](http://calfac.org/faculty-rights).

## CFA: THE FACULTY'S UNION

From the *California Faculty Association Bylaws*:

The CFA is established to strengthen the cause of higher education for the public good; to promote and maintain the standards and ideals of the profession; to provide a democratic voice for employees in higher education; to provide legislative advocacy; and to maintain collective bargaining agreements covering salaries, working conditions, and other items and conditions of employment.

The California Faculty Association shall seek:

- a. To obtain explicit guarantees of academic freedom, tenure, and academic due process;
- b. To create orderly and clear procedures for prompt consideration of problems and grievances;
- c. To promote and protect the professional and economic interests of CFA and all bargaining unit members;
- d. To promote unity among employees and thereby enhance the effectiveness of the CFA in representing these employees and;
- e. To promote racial and social justice and thereby challenge systems of racial oppression and social inequity.

In 1983, the California Faculty Association negotiated the first collective bargaining agreement with the CSU administration on behalf of faculty in the CSU. Collective bargaining came about because an overwhelming majority—85 percent—of the CSU faculty voted that they wanted a collective voice.

That vote was prompted by concerns about eroding salaries, growing bureaucracy in the CSU administration, and the need for a strong advocate to give voice to the faculty's commitment to, and concerns about, the accessibility and quality of public higher education.

We continue to advocate for the CSU in regard to those concerns today.

Please join, explore the benefits, and look for ways to participate in the CFA chapter on your campus. We also have a number of groups and committees members are welcome to participate in, including: the African American Caucus, Asian Pacific Islander Caucus, Coaches Caucus, Council for Affirmative Action, Counselors' Committee, Disability Caucus, Indigenous Peoples Caucus, Latina/o Caucus, Lecturers' Council, Librarians' Committee, LGBT Caucus, Peace & Justice Committee, Political Action & Legislative Committee, Teacher Education Caucus, and Women's Caucus.



## STAY CONNECTED

### GET CFA HEADLINES

CFA's weekly e-newsletter comes to you Wednesdays: [calfac.org/headlines](http://calfac.org/headlines)

### FOLLOW CFA ON SOCIAL MEDIA

You don't need to have a Facebook or Twitter account to view CFA posts on Facebook and Twitter. But if you do, join the thousands who follow our news online.  
[facebook.com/californiafacultyassociation](https://facebook.com/californiafacultyassociation)  
[twitter.com/cfa\\_news](https://twitter.com/cfa_news)

### GET THE CFA MOBILE APP

The CFA app offers easy access to the resources on the CFA website, including our contract, help with faculty rights, campus chapter information and more. Download the app to your smartphone at [calfac.org/m](http://calfac.org/m).

### LISTEN TO CFA'S PODCAST

Check out *Radio Free CSU*, CFA's official podcast. The inaugural series, "Stronger Together," focuses on CFA's Anti-Racism and Social Justice Transformation work. The podcast is available for download on iTunes.

# BENEFITS OF MEMBERSHIP

*Membership in Five Organizations for the Price of One*

With CFA membership, you also will get membership to these organizations:

- California Teachers Association
- National Education Association
- Service Employees International Union/CFA Local 1983
- American Association of University Professors

## PROFESSIONAL LIABILITY INSURANCE

- CTA/NEA: Educators Employment Liability

## LEGAL SERVICES

- CTA Group Legal Service: Consultations
- LegalShield & IDShield: Legal services plans, consultations, identity theft protection

## FINANCIAL SERVICES

- CTA: Credit unions, disaster aid
- NEA: Credit card, home loans, and more
- SEIU: Credit card through "Union Plus" service

## HOME & AUTO-RELATED BENEFITS

- California Casualty insurance discounts on home, renters, and auto
- NEA: Home and equity loans & insurance
- SEIU: Auto insurance & roadside assistance

## LIFE, DISABILITY & OTHER INSURANCE

- AAUP: Life, accident & other insurance
- CTA: Life, disability & other insurance
- NEA: Life, disability & other insurance
- SEIU: Life, accident, pet & other insurance

## MEDICAL, DENTAL INSURANCE & SERVICES

*For those not covered by CalPERS health plans*

- CTA: "Well Baby" program
- SEIU: Hospital & other medical insurance

## STUDENT ASSISTANCE & SCHOLARSHIPS

- CTA: Scholarship for dependent children
- NEA: Loan program for board certification exams
- SEIU: Scholarships
- "Union Plus" scholarships

## TRAVEL & ENTERTAINMENT

- CTA: Travel & entertainment discounts
- NEA: Car rental program
- SEIU: Discounts on car rentals, theme parks, sports events, movies, and more
- "Union Plus" discounts on gyms, weight loss, beauty, flowers, magazines, computers

## FACULTY

All CSU faculty benefit from the results of CFA's work in collective bargaining. Contact your campus CFA chapter to learn about your rights under our faculty contract.

## MEMBERS

CFA members also are entitled to a variety of benefits as a result of membership. These include discounts, programs, and special offers that add up to substantial savings. To take advantage of these offers, identify yourself as a CFA or affiliate member when you contact the provider.





# ACTIVE MEMBERSHIP APPLICATION

YOU CAN JOIN ONLINE AT

<http://www.calfac.org/membership>

or you can fax, scan & email, or postal mail this form

Last Name (please print) \_\_\_\_\_

First Name \_\_\_\_\_ Middle Name \_\_\_\_\_

Last Four Digits of Social Security Number XXX-XX-\_\_\_\_

CSU Campus \_\_\_\_\_ Department \_\_\_\_\_

Home Mailing Address \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

### Email Addresses

(home) \_\_\_\_\_

(work) \_\_\_\_\_

### Phone Numbers

(mobile) \_\_\_\_\_ (home) \_\_\_\_\_ (work) \_\_\_\_\_

For Official Use
Date received _____
Date entered _____
HD # & initials _____
NF 18/19.2

All Active and Associate CFA members will receive memberships in the California Teachers Association /National Education Association (CTA/NEA), and the Service Employees International Union (SEIU) at no additional cost. Membership in the American Association of University Professors (AAUP) may be available upon request.

Please enroll me as a member of CFA. I hereby authorize the State Controller to deduct from my pay warrant and transmit, as designated, an amount for CFA membership dues and any benefit program for which I have applied and which is sponsored by CFA. The authorization will remain in effect until I send a written notification to CFA.

Signature \_\_\_\_\_ Date \_\_\_\_\_

Current Active dues are 1.35% of gross CSU salary. Minimum monthly dues are \$10. Reduced dues are available upon request for NEA life or CTA/NEA members in another California chapter. Voluntary CFA- PAC and/or CFA Political Issues Committee contributions are \$5/\$10 per month, depending on income. Dues payments and contributions to CFA-PAC and/or CFA Political Issues Committee are not deductible as charitable contributions for federal income tax purposes. Dues payments may be deductible as miscellaneous itemized deductions.

**FAX TO: (916) 441-3513 • SCAN & EMAIL TO: [membership@calfac.org](mailto:membership@calfac.org)**  
**POSTAL MAIL TO: California Faculty Association, Attn: Membership Processing**  
**1110 K Street, Sacramento, CA 95814**

