



QUESTIONS AND ANSWERS

For Faculty at All Campuses *EXCEPT* CSU-East-Bay and CSU-Dominguez-Hills

THE ONE-DAY STRIKE AT CSU-EAST BAY AND CSU-DOMINGUEZ HILLS ON NOVEMBER 17, 2011

As we announced on November 7, the CFA Board of Directors has called a one-day strike at CSU-Dominguez Hills and CSU-East Bay on November 17.

Below are answers to a number of important questions. Please read them so that you are fully prepared and know what to expect that day.

Q: WHO EXACTLY IS ON STRIKE ON NOVEMBER 17?

Only faculty who teach at CSU-East Bay and CSU-Dominguez Hills will be on strike on November 17.

Q: WHAT IS CFA ASKING FACULTY ON OUR CAMPUS TO DO ON NOVEMBER 17, 2011?

CFA asks that you show your support for the faculty at CSU-East Bay and CSU-Dominguez Hill by getting on the bus with your colleagues, traveling to the striking campus closest to you, and participating in the pickets and rallies that will be taking place on those two campuses throughout the day.

If you did not already indicate your commitment to participate in actions at CSU-Dominguez Hills or CSU-East Bay on November 17 during the strike voting process, please send an email message as soon as possible with your name, campus, and best phone number to ecommit@calfac.org OR contact your local CFA Chapter Office as soon as possible with the same information.

The presence of large numbers of faculty is the best way to maximize the power of this collective action.

Q: CAN I SUPPORT MY COLLEAGUES AT CSU-EAST BAY AND CSU-DOMINGUEZ HILLS

BY REFUSING TO WORK ON NOVEMBER 17?

Legally, striking is not a matter of personal preference if CFA has not called a strike on your campus.

If you choose not to work on November 17, your actions will not be legally protected, and you could be disciplined.

Q: CAN I TAKE MY PERSONAL HOLIDAY SO THAT I CAN CANCEL MY CLASSES ON NOVEMBER 17?

Yes. A faculty member may request to take any day as a personal holiday, but the appropriate administrator (or designee) has to approve the request.

Q: I WANT TO SUPPORT MY STRIKING COLLEAGUES. CAN I TRAVEL TO A STRIKING CAMPUS BEFORE OR AFTER TEACHING AND PERFORMING MY REGULAR DUTIES FOR THAT DAY?

Absolutely! If you perform all your normal job duties on November 17, what you do with the rest of your day is your personal business. You could not legally be disciplined in these circumstances.

Q: CAN I TAKE SICK LEAVE IN ORDER TO JOIN INFORMATIONAL PICKETING OR TO TRAVEL TO A STRIKING CAMPUS ON NOVEMBER 17?

No. Sick leave may only be used for sickness. Any other use constitutes fraud.

Q: IS THERE TRANSPORTATION PROVIDED TO THE STRIKING CAMPUS CLOSEST TO ME?

Yes!

Details for each campus can be viewed at: www.calfac.org/nov17bus. You can also get information from your CFA Chapter Office.

Q: IT SEEMS LIKE THE “REAL” ACTION IS WHAT THE STRIKING FACULTY DO ON NOVEMBER 17. WHY SHOULD I TRAVEL TO A STRIKING CAMPUS IF I AM NOT ON STRIKE MYSELF?

There are many reasons why so many faculty are already signed up to make the trip.

Most important, perhaps, is that our striking colleagues at CSU-East Bay and CSU-Dominguez Hill deserve our fullest support, and our presence is the most powerful symbol of our appreciation for their leadership. The more of us who join their picket line and their rallies, the greater the power of their action.

In truth, the “real action” in this strike is the message we ALL—collectively--send on November 17. It will be a historic day--the first strike of CSU faculty since we won collective bargaining rights. Our participation is one way we can all help shape this chapter of the CSU faculty’s history.

Q: I DO PLAN TO TRAVEL TO A STRIKING CAMPUS ON NOVEMBER 17. WHAT SHOULD I DO?

If you did not already indicate your commitment to participate in actions at CSU-Dominguez Hills or CSU-East Bay on November 17 during the strike voting process, please send an email message as soon as possible with your name, campus, and best phone number to ecommit@calfac.org OR contact your local CFA Chapter Office as soon as possible with the same information.

Q: WILL FACULTY ON MY CAMPUS GO ON STRIKE AT SOME TIME IN THE FUTURE?

There is no way to know at this time.

We certainly hope that this targeted action will get the Chancellor’s attention and lead to changes in his priorities and positions. If it does not, we may be forced to escalate the fight.

Q: IS IT LEGAL FOR FACULTY ON THESE TWO CAMPUSES TO BE STRIKING ON NOVEMBER 17?

Yes.

Q: HOW CAN THIS STRIKE BE LEGAL IF WE ARE STILL IN BARGAINING WITH THE CHANCELLOR FOR A NEW CONTRACT?

This strike is definitely legal—even though we are still in bargaining for a new contract.

In most contract bargaining situations, employees cannot strike while the terms and conditions of a contract are in place. Article 9 of our contract has such a provision.

But another provision in Article 31 (31.11 and 31.26 to be exact) of our contract makes it legal for us go on strike at this point over the 2008-2009 and 2009-2010 raises that were never implemented.

The Chancellor’s Office may try to muddy the waters as a scare tactic (as often happens), but we have had extensive consultations with legal counsel and are

confident that we are on solid legal ground to strike about these issues at this time.

Q: ARE FACULTY ALSO STRIKING ON NOVEMBER 17 ABOUT ISSUES IN OUR CURRENT BARGAINING FOR A NEW CONTRACT?

No, not at this point. In fact, a strike now over successor bargaining would not be legal.

However, if no agreement is reached at the bargaining table for a new contract, strike activity on those issues would become legal at the end of the statutory bargaining process (after impasse, mediation, and fact-finding).

There is no way to predict exactly if and when this might occur, but the Chancellor remains intransigent at this point, refusing to move off take-back positions or to respond to key faculty concerns.

CFA reports on all bargaining developments in the weekly Headlines and posts bargaining reports online (at <http://www.calfac.org/bargaining-updates-info-0>).

Q: WHAT SHOULD I TELL MY STUDENTS?

Even though there is not a strike called for you campus, students will probably hear talk about the actions on November 17. It would be helpful for you to explain the situation and the reasons for faculty actions that day.

Each faculty member will, of course, make a personal decision about his or her discussions with students, but you may find some of the information from materials being used at the striking campuses helpful. You can find these materials at <http://www.calfac.org/strike411>.

Q: DON'T STRIKES HURT STUDENTS?

Students are already hurting. Every day, the Chancellor's misplaced priorities mean they face higher fees and student loan debt, fewer classes, and longer times to graduation.

The truth is that students, faculty and staff are in the same boat. Year after year, the Chancellor spends money on executive pay, perks and pet projects while students, staff and faculty struggle. The real issue is how the Chancellor and top managers in the CSU choose to spend the money they do have—and Reed has as much money now as he had in 2007.

This strike will not prevent any students from graduating—but slashing courses, increasing class sizes, refusing to pay faculty adequately, hiking fees, and laying off teachers does.

Q: WHAT SHOULD WE BE PREPARED FOR THE ADMINISTRATION TO DO NOW THAT CFA HAS CALLED A STRIKE?

We must be prepared for the Chancellor and possibly other administrators to try and weaken the faculty's resolve by instilling fear, creating anxiety, and encouraging faculty to cross the picket line.

Management may also try to demoralize faculty—especially at East Bay and Dominguez Hills--before November 17 by suggesting that a strike will be ineffective in achieving our goals. Some may say striking will diminish the stature of the faculty, harm students, or tarnish the image of the university.

The fact is that our colleagues at East Bay and Dominguez Hills are striking to protect faculty and students who continue to suffer under this administration.

Management will say that the strike is not about students or education, but just about money. We need to remember that our ability to provide quality education to our students depends on our success at recruiting and retaining our faculty. ("Salaries" and "quality" only seem related in the Chancellor's mind when he is arguing for exorbitant executive salaries.) We must remember that faculty working conditions ARE student learning conditions.

Q: WHAT IF ADMINISTRATORS ARE TAKING PICTURES OR RECORDING THE NAMES OF FACULTY ON THE PICKET LINE WHEN WE ARRIVE AT THE STRIKING CAMPUS?

Legal observers will be on duty to make sure that there are no violations of our rights. CFA will vigorously defend anyone who is targeted for retribution because they participated in the legally protected activity.

Q: SHOULD I BE CONCERNED ABOUT MY SAFETY IF I GO TO A STRIKING CAMPUS?

Each picket line will have a picket captain who is responsible for maintaining order. CFA has crafted a strike plan to provide a safe environment for all participants.

Q: I DIDN'T GO INTO THIS PROFESSION TO PICKET. WHY DON'T WE JUST WORK HARDER AT THE BARGAINING TABLE TO GET A SETTLEMENT?

No faculty member who voted to support a strike did so lightly.

But as we have seen repeatedly, collective bargaining with this Chancellor is not a rational process, and we cannot win fair deals simply because we have the most compelling facts or the strongest arguments. (The Chancellor has, after all, totally disregarded the reports of two neutral fact-finders in the last three rounds of fact-finding. His reluctant agreement with the third came only under the threat of a strike in 2007.)

We believe faculty voted overwhelmingly to support the strike out of a firm belief that we must now send the Chancellor a plain and simple message about his skewed priorities.

Q: ISN'T THERE SOMEONE OUTSIDE THE CSU WHO CAN CONVINCING THE CHANCELLOR TO REACH A SETTLEMENT?

Outside influence on the Chancellor is certainly important, but faculty taking action is key.

Nobody else will (or should even be expected to) come to our aid, support our cause, or even want to hear our story unless there is clear evidence that we are prepared to act on our own behalf.

If you still have questions, send them to action@calfac.org. You will receive a personal response.

November 9, 2011