

Mar
2012

CFA UPDATE



Bargaining Update

With Contract Talks Stagnant, CFA To Hold Strike Vote

The California Faculty Association's Board of Directors has called for a CFA strike vote to be held in April on the faculty's successor contract that is now in mediation.

The vote will take place in person on all campuses and electronic voting will be available as well. Please watch for announcements from your chapter about specific times, dates and locations for voting.

Our last faculty contract ended June 30, 2010 and we have been at the table bargaining over a successor agreement for more than 18 months.

When we first sat down with management, CFA's Bargaining Team proposed that the current contract be extended and that we spend our time working together to fight for more money in the state budget.

Management refused. Collaboration was not what they had in mind. Instead, management delivered proposals that would harm the faculty in the form of takeaways from what is already in our contract.

THE STAKES IN THESE CONTRACT TALKS

Some of the takeaways from our contract the Chancellor wants include:

- More power for campus presidents. Increasing the authority of campus presidents over evaluations, approval of sabbaticals, retention of lecturers, and order of layoff.
- More classes in the CSU's For-Profit arms. Chancellor Reed wants to move more classes (lots more classes!) into Extended Education/Continuing Education and pay faculty who teach them less than they earn teaching the same class in regular sessions.
- Fewer rights for faculty in the For-Profit arms. Reduce the rights of faculty who develop courses in regular session to teach them when they are moved to Extended



Education. Take away Lecturer preference-for-work rights when courses are moved from state support to self support. Limit summer employment article protections to state-supported summer sessions only.

- No limits on class sizes. Refuse to limit the huge increases in workload that faculty have experienced, particularly through increased class sizes.
- No raises and threats of higher benefit costs. No General Salary Increases or Service Salary Increases for faculty for 2010/11 and 2011/12, and reopeners for wages and benefits the next three academic years. The reopeners could be to reduce current wages. Equity raises would go back to the old system of individuals begging their campus presidents.
- And lots of other takeaways.

For the most part, their proposals have not changed during the full 18 months CFA's Bargaining Team has been at the table.

CFA has made proposals for improvements for faculty in the areas of workload, sabbatical, parental leave and academic freedom. We also have proposed full payment of Service Step Increases, equity pay, maintenance of health benefits and a 1% GSI for each year of the contract—a fair proposal.

Union Information

Website

www.calfac.org

CFA Headlines Newsletter

www.calfac.org/headlines

Connect With CFA

Facebook

facebook.com/californiafacultyassociation

Twitter

[@cfa_news](https://twitter.com/cfa_news)

YouTube

youtube.com/cfalocal1983



MANAGEMENT WON'T BUDGE IN 18 MONTHS OF CONTRACT TALKS

“The purpose of a collective bargaining agreement,” says CFA Bargaining Team chair Andy Merrifield, “is to have stable labor relations based on pursuing mutual interests by bargaining in good faith.”

But now, Merrifield says, “The attitude of CSU management in this bargaining cycle has been explicitly different. The Chancellor’s people have made it clear they seek to increase their power by demanding flexibility in a great many aspects of the agreement.”

“We are now in mediation and we continue to work hard to seek a settlement through the process. At the same time we need to move faster to find the mutual interest that will result in a fair contract. We also need to be ready to avail ourselves of all our rights under the process.”

“...we need to move faster to find the mutual interest that will result in a fair contract. We also need to be ready to avail ourselves of all our rights under the process.”

-Andy Merrifield
Chair, CFA Bargaining Team
Political Science, Sonoma

The CFA Board of Directors would determine which campuses would strike and when. Depending on the status of bargaining, these strikes could occur at the end of this spring term or next academic year, unless we reach an agreement in the meantime.

Under the law we can’t strike until the statutory process (impasse, mediation and factfinding) is completed and the Chancellor imposes his last offer. If that does occur, it’s hard to say when it will happen.

THE MOVE TO A STRIKE VOTE

On February 20, CFA’s Board of Directors called for a membership strike vote in April regarding the successor contract. CFA members will be asked to authorize a series of two-day strikes that would “roll” among the 23 CSU campuses.

Show Your Support For a Fair Contract & Quality Education!

Pledge to vote “Yes” in the April Strike Vote at:
www.calfac.org/aprilvote

Questions & Answers About the Spring 2012 Strike Vote

Q: Don’t we still have to go through mediation and fact-finding? Why are we taking a strike vote this spring?

A: While the CFA Bargaining team continues to hope that the statutory process – mediation and fact-finding – will yield positive results, CFA also recognizes that the time has come to prepare our members and our campuses for all contingencies – including the need to strike.

Q: Who would actually call for a strike?

A: A strike would be called by the CFA Board.

Q: Who can vote to authorize a strike?

A: Only active CFA members can vote to authorize a strike, but any non-member is encouraged to join

and have his or her vote counted. Join CFA online by going to: www.calfac.org/join

Q: If faculty vote to authorize a strike, does that mean we will definitely strike?

A: Not necessarily. A variety of other strategic factors would need to be weighed before a strike would actually be called.

Q: What dates would the CFA Board of Directors be considering for possible strike activity?

A: Not before April 27. If no settlement on the successor contract is reached, however, a system-wide two-day rolling strike could be called for future dates.

To view the full Q&A, go to:
www.calfac.org/spring2012qanda