



# WELCOME TO OUR FACULTY UNION!

The California Faculty Association is the collective bargaining representative for all faculty in the California State University. We represent the 29,000 tenured, tenure-track, and lecturer faculty, counselors, librarians, and coaches at all 23 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. 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**

## BENEFITS OF MEMBERSHIP

Thousands of California State University faculty have built our union — the California Faculty Association — into an advocate for fairness in our daily teaching and other work, and for the future of this great system of public higher education.

CSU faculty organized CFA in 1983 to give faculty the power to bargain a fair contract and protect our rights. Since then, through CFA, faculty have made historic gains:

- Better salaries
- Defined-benefit pensions
- Quality health insurance
- Better working conditions
- Increased state funding to provide quality education for our students

### Other benefits of being a CFA member:

- Strength comes in numbers. Every CFA member means a stronger faculty voice to stand for our concerns and allows us to negotiate the best possible contract.
- Unity helps us move forward as we protect our gains, especially in salaries, access to health insurance and pensions, our rights as faculty, and our job security.
- Participation is at the core. We shape our union through involvement in our campus CFA chapters. We vote in elections for chapter leaders and delegates to Assemblies where policy is set. We vote on ratification of contracts.
- Anti-racism and social justice are central to CFA's work and values. CFA promotes racial and social justice in our union and in our university, thereby challenging systems of racial oppression and social inequity.
- Shared governance and better academic policies mean CFA members work alongside the CSU Academic Senates, and we advocate for legislation and funding essential to our CSU.

### CFA MEMBER-ONLY ADVANTAGES

CFA members enjoy a variety of member-only advantages, including discounts, programs, and special offers that add up to substantial savings through our affiliation with SEIU and the American Association of University Professors (AAUP).

## LEARN MORE

CFA members also are entitled to a variety of benefits as a result of membership and our affiliation with SEIU and AAUP. 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 an affiliate member when you contact the provider.

To learn more about these and other member advantages, go to

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



## DEAR COLLEAGUE,



On behalf of the more than 29,000 faculty members represented by the California Faculty Association, it is my pleasure to welcome you to the California State University.

This academic year will still look different than most as the COVID-19 pandemic continues to affect class offerings and in-person learning opportunities on our campuses. CFA leaders have been working diligently and will continue to do so to protect faculty health, safety, and rights guaranteed under the Collective Bargaining Agreement. With CFA, faculty has a powerful voice to shape working conditions.

Our members and activists advocated for and helped secure a strong budget for the CSU this year. The budget restores last year's \$299.1 million budget cuts and increases, base funding by five percent, increases student mental health services by \$30 million, puts aside hundreds of millions of dollars to expand affordable student housing and to address housing insecurity among our students, expands funding for ethnic studies curriculum, and invests in faculty professional development.

Our work continues.

But as we witnessed throughout the pandemic, our workload increased without proper compensation, the digital divide truly affected our faculty and students, and inequality persists within our higher education system.

Our work to create a more inclusive and equitable work environment continues through our ongoing bargaining campaign. Our member leaders are actively negotiating a successor contract focused on Rights, Respect, and Justice.

We are pursuing an expansion of rights that benefit all faculty including, multi-year contracts for our coaches, increased hiring of faculty mental health counselors,

improved lecturer job security, better counselor-student ratios, academic freedom, reasonable workload for faculty, and more.

Respect for faculty comes with our proposal of a four percent general salary increase. Respect for us comes with a service salary increase of 2.65 percent and a post promotion increase of 2.65 percent. Respect comes with providing opportunities for faculty brushed aside by decades of administrative and managerial mistakes, by giving qualified lecturer, librarian, and counselor colleagues an opportunity for tenure track positions.

My colleagues and I want to reimagine life at the CSU and reverse the trend of years of institutional and structural racism and heteropatriarchy by addressing student opinion biases based on gender, race, and other factors. We want justice for our faculty and our students impacted by racism on our campuses by designating alternatives to campus police, such as ombudspersons, for non-criminal employee conflicts.

Our outstanding package of proposals for a new Collective Bargaining Agreement is not a done deal and will require your strong commitment. We need you to join us in order to win this contract.

How can you help? By working directly with your campus CFA chapter to advocate for better pay, added rights for faculty, more respect for you and your colleagues, and justice from institutional and structural racism and heteropatriarchy.

We are fortunate to have collective bargaining rights 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 and tenure-track faculty (including department chairs and directors), lecturer faculty, counselor faculty, librarian faculty, and coaching faculty at the 23 CSU campuses.

Through our advocacy, we achieved a strong budget for the CSU system. Through our advocacy, we will be able to achieve our new contract.

Together, we are stronger.

We urge you to join CFA.

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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 protect our professional role in the university, to protect university access for students, and to enhance 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.

Your membership in CFA helps to ensure continued advocacy on behalf of our faculty. This is the time to join CFA. Simply go to the CFA website – [www.calfac.org/join-cfa](http://www.calfac.org/join-cfa) – to complete a membership form.

## **Together WE ARE POWERFUL**

I hope that you will join with thousands of your colleagues in the CSU and become a member of CFA.

Much of the academic year will be different, with in-person, virtual, and hybrid teaching across the system. There will be many opportunities for you to participate in our faculty union. We will have webinars, other virtual meetings and in-person meetings for you to engage in a variety of topics, including those focused on faculty rights, political action and legislative efforts, and our anti-racism and social justice work, among others. As always, our success in standing up for quality education depends on the strength of our membership.

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.

Read about other benefits of CFA membership: [www.calfac.org/cfa-member-benefits](http://www.calfac.org/cfa-member-benefits).

## **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 treatment of our faculty is intimately entwined with the fate of the university itself. Faculty working conditions are also student learning conditions. And our colleagues worked hard to keep our 23 universities afloat throughout the pandemic.

It takes all of us working together to enforce the contract and enjoy our hard-fought protections. 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.

To find out more about your individual campus chapter and how to interact with your chapter colleagues, visit [www.calfac.org/campus-cfa-chapters](http://www.calfac.org/campus-cfa-chapters).



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## **Advocacy for the Faculty, the CSU, and Higher Education**

In addition to collective bargaining, CFA organizes collectively 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 government relations 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 by conducting research about the CSU, and persistently developing our capacity to work on key issues in higher education.

CFA is a national leader in its anti-racism and social justice work and many other unions are now following suit. We work with the State Legislature on bills that respect and honor our diverse students and faculty, and we provide unconscious bias and anti-racism training workshops for our faculty. Many of our efforts are located on our website: [www.calfac.org/social-justice-study-hall](http://www.calfac.org/social-justice-study-hall).

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, and public higher education.

## **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 that presents well-informed arguments for what it takes to deliver quality education.

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,

Charles Toombs, CFA President,  
Professor of Africana Studies, San Diego State University

# **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 negotia-  
tions with CSU  
management.

[calfac.org/join-cfa](https://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, faculty salary and benefits are negotiated and governed by CFA's Collective Bargaining Agreement. Our recently negotiated COVID-19-related protections and benefits 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](https://calfac.org/contract). We also have compiled Faculty Rights Tips at [calfac.org/faculty-rights-tips](https://calfac.org/faculty-rights-tips). We are here to help new faculty! Find your campus CFA representative at [calfac.org/faculty-rights](https://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 Desi American Caucus, Coaches Committee, Council for Racial and Social Justice, Counselors Committee, Disability Caucus, Native American and Indigenous Peoples Caucus, Chicax/Latinx Caucus, Council of Lecturers, Librarians Committee, LGBTQIA+ 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, Twitter or Instagram account to view CFA posts on Facebook, Twitter or Instagram. But if you do, join the thousands who follow our news online.

[facebook.com/californiafacultyassociation](https://facebook.com/californiafacultyassociation)

[twitter.com/cfa\\_united](https://twitter.com/cfa_united)

[instagram.com/cfa\\_united](https://instagram.com/cfa_united)

### 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.



# ACTIVE MEMBERSHIP APPLICATION

YOU CAN JOIN ONLINE AT  
<http://www.calfac.org/membership>

or you can scan & email, postal mail, or fax 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 _____
6.2019

All Active and Associate CFA members will receive membership in 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. 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.

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