

CFA General/Executive Board Zoom Meeting Minutes  
September 1, 2021

Attending: Erma Jean Sims, Kyle Falbo, Napoleon Reyes, Tim Wandling, Sam Brannen, Elaine Newman, Martha Byrne, Ajay Gehlawat, Damien Wilson

CFA: Maureen Loughran, Carissa Havemeyer

SQE: Tyler Calderon

Land Acknowledgement

Grounding In

CFA Interruption Statement

Approval of the Minutes for May 5, 2021- moved: Brannen; 2<sup>nd</sup>: Reyes; passed

Approval of the Agenda- moved: Falbo; 2<sup>nd</sup>: Brannen; passed

President's Report - Erma Jean Sims

**\*CFA Fall Kickoff 2021 (Information Sharing)** Focus was on bargaining efforts and activities.

**\*CFA's "Our Way Forward" Report:** [read here](#) It's guiding our work, with an executive summary with our demands.

**\*"Bargaining 101 and Contract Action Teams" Presentation – Maureen Loughran & Elaine Newman Proposals:**

<https://www.cfabargaining.org/proposals>. Our proposals are based on member survey responses including salary and benefits among many others. CSU proposals are about punishing and dividing faculty. When we ask for the evidence upon which their proposals rest, they have none. They ignore our proposals or change the language for unknown reasons. Our salary proposal includes 4% GSI's for 3 years (last year, this year and next year); SSI's (in-range progressions) for 2 years (this year and next year); PPI's (post-promotion increases, to help with compression) for 2 years (this year and next year); and others targeting equity including race and gender. Their salary proposal is only 2% for this year with nothing retroactive and the requirement to negotiate for anything else going forward. Our salary proposal is just the beginning. We have many proposals on workload, work assignment, strengthening lecturers' rights, equity, and others. Their disrespect and obvious intention to do harm is offensive. We'll have to mobilize and fight to get what we want.

Q: How would any salary retroactivity affect lecturers who no longer work here?

A: The important date to consider would be as of July 1, 2020. And if lecturers had a year contract, they may benefit.

Q: Is this level of bad faith in-line historically?

A: The chancellor is absent, that may be different. But rejection back and forth is par for the course.

Q: Taking their bad faith at the table into consideration, can we just go straight to impasse?

A: Good faith is an extremely low bar and is satisfied with them coming to the table with any proposals at all. But we can do informational picketing. Also, during negotiations at the table, we ask for their evidence supporting the basis of their proposals (they have none) which helps us immensely later.

We use the timing of the bargaining process strategically. Bargaining – Impasse – Mediation - Fact-finding (which we always win) - There is a fact-finding blackout for 10 days before the report comes out. This gives the CSU the opportunity to come back to the table and save face. If an agreement is not reached - Strike or Imposition of their last best final offer.

ACTION ITEMS: We are forming CATS Contract Actions Teams. Departments will have a point person. September 15<sup>th</sup>'s meeting will focus on this. Please commit. There will probably be a strike and we will be ready. Please continue reaching out to colleagues to join CFA. When we fight, we win. The budget is strong. There are no excuses.

**Political Action Report- Elaine Newman- Vote NO on the recall.**

**Lecturers Council Report- Ethan de Seife-** via Erma Jean Sims- Goals: 1)Attend all Executive Board Meetings in the future, 2)Organize lecturers around our bargaining fight, and 3)Continue to share lecturer workshops.

**Tenure Track Faculty Report- Emily Clark-** In addition to her continuing work with Junior Faculty, Emily will also continue representing CFA on FSAC. Congratulations on winning Secretary of the Academic Senate.

**Representation Report- Napoleon Reyes-** The work of developing a department chair appointment policy continues. The Faculty Rights Committee plans to cohost a department chair workshop which would prevent problems from happening in the first place. We are navigating the

new bureaucratic landscape. Jeff Banks is the person in HR with whom we have been working. There is a possible settlement in the works. Thank you to the Lecturers Council for doing the August 12<sup>th</sup> workshop on Article 12.

**Council for Racial and Social Justice Report- Aja LaDuke-** Aja is on sabbatical this year but wants to remain being involved. CFA is fine-tuning a new workshop: “Understanding Privilege”

**Labor and Community Outreach Report- Damien Wilson-** Damien is doing SSU outreach and forming a labor council on campus along with developing a common message across SSU unions. Jobs with Justice work continues in coordination with Justine Law with a focus right now of helping with translators and undocumented issues among farm workers.

**SQE Intern Report- Tyler Calderon-** Tyler is a 4<sup>th</sup> year student in Social Sciences. He attended CFA’s Bargaining 101. SQE will be working on No Harm Disarm with the aim of reallocating those funds to student services. SQE’s first zoom meeting is being planned and outreach is happening to SSU EOP students for membership recruitment.

**Announcements-** GOTV Recall efforts include phone and text banking on zoom Thursday evenings: Tomorrow at 5:30pm

Adjournment- moved: Wilson; 2<sup>nd</sup>: Reyes; passed