

CFA General/Executive Board Zoom Meeting Minutes  
October 6, 2021

Attending: Erma Jean Sims, Kyle Falbo, Napoleon Reyes, Damien Wilson, Martha Shott, Rita Premo, Elaine Newman, Emily Clark, Sam Brannen, Robert McNamara, Aja LaDuke, Martha Byrne, Jennifer Johnson, Ellen Carlton

CFA: Maureen Loughran, Carissa Havemeyer

SQE: Tyler Calderon

Land Acknowledgement

Grounding In

CFA Interruption Statement

Q: Does this apply to all under-represented groups?

A: Yes

Approval of the Minutes for September 1, 2021- moved: Wilson; 2<sup>nd</sup>: Brannen; passed

Approval of the Agenda- moved: Premo; 2<sup>nd</sup>: Newman; passed

President's Report - Erma Jean Sims

**\*Review and Critique of Chancellor Castro's SSU Visit-** Thank you to those who showed up. Elaine Newman represented CFA in the Labor Meeting with Castro. Topics: Staffing shortages, Workload, Pay, 10% Presidents' Raises. Response was: 'Be patient..you'll get raises later...all costs have gone up...we don't have the money...' During the Town Hall Zoom, there were many Q's re: Presidents' 10% Raises. We showed our power.

**\*Impasse Declared in Contract Negotiations - Elaine Newman-** Impasse has been declared. Mediation is next. Old contract provisions are in place until imposition.

Q: Have we always had to fight?

A: Last time we got very close to striking. With the new Chancellor, it is somewhat unknown how far we'll have to go.

Discussion: They are doing this during a deadly pandemic, while giving the presidents a 10% raise, during a time when there is money in the budget. We are in a good position. Our salary proposals are reasonable. November 9<sup>th</sup> is the next Board of Trustees Meeting. We need to put pressure on Judy Sakaki to bring the pressure to the Chancellor at that meeting.

**\*Where is the CSU Spending its Money?-** The argument that “we don’t have the money” is a lie.

**\*Formation of Contract Action Teams at SSU-** We need to mobilize and organize our CAT’s. Everyone please reach out to two people to join the CAT’s.

A Contract Action Team (CAT) is a chapter-based organizing committee made up of respected members who take responsibility for communicating with a set group of other faculty at their campus to make sure they are fully informed and engaged in the union contract campaign. Examples of CAT responsibilities include: Update colleagues about bargaining progress, Solicit feedback and ideas, Explain the campaign plan, Ask colleagues to join actions, Talk them through their fears, Distribute flyers and buttons, Give CFA updates at department meetings & elicit feedback from rank-and-file members, Track who participates, Assess support of members, Build solidarity with students, Inoculate against the boss’s tactics, and Turnout and mobilize faculty for a strike vote & potential strike. Pacing of actions is important. CAT’s should start with small, easy, low risk activities and then get bolder as the CAT becomes more seasoned and the campaign escalates.

**Political Action Report- Elaine Newman-** All our sponsored bills have either been signed into law or are still moving through the legislative process. The Recall was successfully defeated.

**Tenure Track Faculty Report- Emily Clark-** We will have a Junior Faculty Event at some point. Making Junior Faculty aware of Impasse and the importance of organizing are priorities as well. A concern of Junior Faculty is the impact on research and the RTP process as a result of travel funds being cut. FSAC’s RTP work continues to progress. Napoleon will join and clarify the role of chairs in grievances.

**Representation Report- Napoleon Reyes-** Work on the chairs document continues.

Q: Will the Chairs Policy apply to the reorganization happening in the School of Business?

A: The point of the policy is to have campus-wide consistency, but there is a lot happening in Business that is not related to the Chairs Policy.

There are seven pending open cases. Four are waiting for arbitration, and one will have an upcoming hearing. Additionally, there are issues developing on campus (some involving the School of Business) about which we are trying to be proactive to avoid grievances. There is a labor/management meeting later

today where many of these issues will be addressed including reining in rogue deans.

**Council for Racial and Social Justice Report- Aja LaDuke-** Please check out the new CFA website calfac.org where you can find the council and caucus pages under Member Groups, under About CFA. We had successful workshops last year and new ones are in the works.

**Labor and Community Outreach Report- Damien Wilson-** Among campus sibling unions there is universal frustration at our good faith effort at the bargaining table going nowhere. We are not taking over the role of the NBLC. We will continue to work with them and build support. We will reach out to SUPA even though there may be some tension over the students' calls for defunding the police.

**Treasurer Report- Mark Gondree-** He has done a complete review of 2015 to the present.

**SQE Intern Report- Tyler Calderon-** We had 4 people join at our first meeting. We watched the Chancellor's visit for our second meeting, and we will be going over the bargaining process for our third meeting. We will also be taking action surrounding the incident at Long Beach where an officer injured a pregnant woman.

**New Business-** Abuse of IRA funds. There is an Open Forum next week.

Adjournment