WELCOME TO OUR FACULTY UNION

The California Faculty Association is the collective bargaining representative for all faculty in the California State University. We represent more than 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!

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 faculty, and promote faculty participation in CFA and CSU governance.

ADVOCATING 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 join with us to protect and improve one of the greatest university systems in the world. Join CFA today! It takes just a minute to sign up: calfac.org/join-CFA.
Better salaries
Defined-benefit pensions
Quality health insurance
Better working conditions
Increased state funding to provide quality education for our students

Strength comes in numbers. Every CFA member means a stronger faculty voice 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.

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:

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CFA Bargaining Wins:

Members recently bargained a contract for all 23 campuses during the pandemic. The contract is grounded in anti-racism and social justice. The new contract increases exceptional service awards and names cultural taxation as a workload problem faced by faculty whose social identities include womxn and/or Black, Indigenous, and people of color (BIPOC), and/or LGBTQIA+. It also provides faculty the explicit ability to rebut bias in evaluations and protection from being discriminated on the basis of caste.

CFA members also are entitled to a variety of benefits as a result of membership and our affiliation with SEIU (CFA is SEIU Local 1983) and the American Association of University Professors. 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 affiliate member when you contact the provider.

To learn more about these and other member advantages, go to calfac.org/join-CFA.
We are fortunate to have collective bargaining rights guaranteed by law. For nearly 40 years, CFA has served as the faculty's elected representative for employment matters with the CSU administration.

We have built trust and solidarity with our colleagues to ensure a healthy and vibrant union culture for the CSU. 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.

We are invested 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 at calfac.org/contract. Our contract serves the interests of both faculty and the university, as we know faculty working conditions are also student learning conditions.

**Winning at the Bargaining Table**

This past year, our members overwhelmingly ratified our new contract, one that reflects our commitment to addressing anti-racism and social justice, as well as one that improved upon multiple areas of the contract. We also were able to secure a strong budget for the CSU through our advocacy with the state legislature and the governor.

CFA members made major strides in ensuring a contract with Rights, Respect, and Justice, one that centers anti-racism and social justice to positively impact our daily lives. We are a national leader in this space, with many other unions now following suit. We provide unconscious bias and anti-racism training workshops for our faculty. Many of our efforts are located on our webpage: calfac.org/council-for-racial-social-justice.

We increased exceptional service awards and finally named cultural taxation as a workload problem faced by faculty whose social identities include womxn and/or Black, Indigenous, and people of color (BIPOC), and/or LGBTQIA+.

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We now have the explicit ability to rebut bias in student evaluations. Our contract also became one of the first in the country to protect faculty from caste discrimination.

We won expanded range elevation (upward movement on the salary scale) for lecturers and secured three years of expanded eligibility for lecturers and librarians shut out of the program in the past. Counselors and librarians secured improved working conditions through modernized telework. And coaches now have more stable job security with the opportunity for multi-year contracts, instead of being on year-to-year contracts for decades.

**We Are Stronger Together**

This work, this advocacy, isn’t finished.

We reopen our contract on salary negotiations in 2023. With inflation and cost of living rising rapidly, we must continue to pursue equitable and just raises for our faculty. In addition to salary, we will also negotiate on Articles 20, 23, 31, and 37 (Workload, Leaves of Absences with Pay, Benefits, and Health and Safety), respectively.

We have multiple workgroups convened to further expand the rights of our colleagues. Our lecturer workgroup will examine our five-year contract proposal, and a professor of practice and additional classifications. Our parental support workgroup will dive into much-needed expansion of parental leave and support.

From our negotiations, the CSU has agreed to create an alternative to campus police taskforce to address police involvement in non-criminal matters and to pursue instead the use of mental health counselors and conflict resolution professionals. The interim chancellor will be convening this taskforce.
Sign Up for CFA Membership!

So, how can you help?

Together, we are stronger. First and foremost, please join your colleagues and become a member of CFA.

Your membership in CFA helps to ensure continued advocacy on behalf of all of us. By joining CFA, you can participate in shaping our goals and action, send an important message to management about our commitment to protecting our professional role as faculty in the CSU, and enhance the quality of education our students receive.

CFA member dues support our essential work, like contract bargaining and faculty rights. Every new member ensures we truly represent faculty sentiment on faculty rights, retirement, pay, and working conditions. We organize to secure state funding for the CSU and to pursue laws providing the best learning and working conditions.

Join us in helping to ensure the future of your campus, the CSU, and public higher education – go to calfac.org/join-CFA to complete a membership form.

We also invite you to work 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 cis-heteropatriarchy. It takes all of us working together to enforce the contract and enjoy our hard-fought protections. To find out more about your individual campus chapter and how to connect with your chapter colleagues, visit calfac.org/cfa-chapters.

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

Become a Member

Now, more than ever, it is critical that we join together as one faculty union. Be part of the fabric and framework that strengthens faculty rights, protects academic freedom, and improves the lives of our students and the CSU system. Join CFA today!

Visit calfac.org/join-CFA or scan the QR code to the right with your phone to sign up online!
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 other actions.

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!

**WEINGARTEN RIGHTS**
If you believe at any point that you are being questioned for potential discipline, or if you receive a notice of any kind about potential or impending discipline, 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 advocate for them.

You can read our entire faculty contract online at calfac.org/contract. We also have compiled Faculty Rights Tips at calfac.org/faculty-rights-tips. We are here to help new faculty! Find your campus CFA representative at 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 Black Caucus, Asian Pacific Islander Desi Americans Caucus, Coaches Committee, Council for Racial & Social Justice, Counselors Committee, Disability Caucus, Native American and Indigenous Peoples Caucus, Chicano/Latina Caucus, Council of Lecturers, Librarians Committee, LGBTQI+ Caucus, Palestine, Arab, and Muslim Caucus, Peace & Justice Committee, Political Action & Legislative Committee, Teacher Education Caucus, and Womxn’s Caucus.

Stay Connected

Get CFA Headlines
CFA’s weekly e-newsletter comes to you Wednesdays. Sign up: bit.ly/CFA-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.

Listen to CFA’s Podcast
Active Membership Application

YOU CAN JOIN ONLINE AT www.calfac.org/join-CFA or scan the QR code. You can also scan and 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

(non-.edu) __________________________________________________

(work) _______________________________________________________

Phone Numbers

(cell)_____________________ (home)_____________________ (work)______________________

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.