

# Strength in Membership

Faculty have built our union — the California Faculty Association — into an advocate for transformative change that uplifts our most vulnerable faculty members and addresses long-standing racial, gender, and social inequities at the California State University.

Faculty organized CFA in 1983 to gain 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

## What does it mean to be a CFA member?

- Strength comes in numbers. Every CFA member makes our union stronger, which enables us to bargain and mobilize for the best possible contract. With CFA, we have the power to shape working conditions and address faculty concerns.
- Unity helps us protect our gains. Together, tenure-track faculty, lecturers, counselors, librarians, and coaches work to protect faculty rights, safe workplaces, student learning, fair pay, access to health insurance and pensions, job security, and racial and social justice.
- Participation is at the core. Members shape our union through involvement in our campus CFA chapters. Members vote in elections for chapter leaders and delegates to Assemblies where policy is set. Members also 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 Wins at the Bargaining Table:

During the pandemic, members bargained a contract for all 23 campuses. 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+.

Our contract wins improve a pathway to the tenure line for eligible lecturer faculty and expands range elevation to hundreds of more lecturers. It also provides faculty with the explicit ability to rebut bias in evaluations and offers protection from being discriminated against on the basis of caste.

**Learn more about our historic gains at [calfac.org](https://calfac.org) and sign your membership card today!**



## MEMBER-ONLY ADVANTAGES

CFA members enjoy a variety of member-only advantages. To learn more about these and other offers, explore the links. To take advantage of these offers, be sure to identify yourself as a CFA or affiliate member when you contact the provider.

- [LegalShield & IDShield: Legal service plans](#)
- [Free and discounted insurance benefits provided by MetLife](#)
- [SEIU Disaster Relief Fund](#)
- [CFA Disaster Relief Fund](#)
- Educator's Liability Insurance – to request information send an email to [membership@calfac.org](mailto:membership@calfac.org)
- The American Association of University Professors (AAUP) [Member Benefits](#) - CFA members can [request membership](#)

\*The information about member-only advantages is supplied by CFA and our affiliates. We strive to keep this information up to date; however it is advised that you call the benefit providers for updates and changes. Product or service quality is not guaranteed by CFA; that is the sole responsibility of the vendor.

