



# 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!](https://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 and accessibility. 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](https://calfac.org/join-CFA).



# 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](http://calfac.org) and sign your membership card today!**

## LEARN MORE

CFA members also are entitled to a variety of CFA-provided programs as a result of membership and CFA's affiliation with SEIU and AAUP.

**SCAN THIS QR CODE  
WITH YOUR PHONE  
TO JOIN CFA ONLINE!**



# 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.

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.

This academic year will begin with a focus on bargaining. On International Workers Day, we announced we would reopen bargaining with CSU management on Articles 20, 23, 31, and 37 (workload, paid leave, salary, and health and safety).

Our bargaining campaign centers on the needs of all Unit 3 members and addresses long-standing inequities experienced by many members.



**CFA President  
Charles Toombs**

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.

Our bargaining positions offer a vision for community safety rooted in our anti-racism and social justice principles, safety on campus, adequate and humane paid parental leave, and wages that keep pace with the cost of living. Our bargaining position demands that the CSU raise the salary floor for the most precarious and vulnerable faculty.

With CFA, faculty have a powerful voice to shape working conditions by bargaining and mobilizing for a strong contract.

To stay up to date with bargaining, [sign up to receive updates](#). For the most recent contract updates and how to get involved, go to [cfabargaining.org](http://cfabargaining.org)

## Winning For Faculty

Our diligent work over the last academic year to protect, expand, and enforce faculty rights guaranteed under our Collective Bargaining Agreement (CBA) is an added show of strength at the bargaining table.

For example, at CSU Maritime, CFA members navigated to victory in cruise Memorandum of Understanding (MOU) negotiations. Years-long efforts by campus activists at CSU San Marcos – including CFA members and community members - led to removing former Senator William A. Craven's name from the administrative building. Calls for the name change emerged in light of racist statements and actions he made in the early 1990s related to undocumented and Latinx people.

Our advocacy also means legislative wins. In 2022 our members helped pass Assembly Bill 655 giving the state the ability to track police officers affiliated with hate groups.



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*President's Message*  
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Our support also helped secure Senate Bill 886, which expands much-needed student, faculty, and staff housing on campus-owned lands. We have supported and advocated for an anti-caste discrimination bill, SB 403. CFA was one of the first labor organizations to adopt caste protection from discrimination in our CBA.

CFA members continue to advocate for a system-wide budget to support the best learning conditions for students, Title IX enforcement, dismantling systemic inequity and oppression at every level of campus life, and combatting anti-Blackness in the CSU system.

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](http://calfac.org/contract). Our CBA serves the interests of faculty and our students, as we know faculty working conditions are also student learning conditions.

**We Are Stronger Together**

Our union is at its strongest when members attend meetings, volunteer, and serve as elected union leaders. We invite you to work directly with your CFA chapter to get involved in the bargaining campaign along with anti-racism and social justice work on campus.

It takes all of us working together to win outstanding contracts, enforce our rights, and enjoy our hard-fought protections.

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### **Sign Up for CFA Membership!**

So, how can you help?

First and foremost, please join your colleagues and become a member of CFA.

By joining CFA now, you are sending an important message to management about our commitment to winning at the bargaining table, protecting our professional role as faculty in the CSU, and enhancing the quality of education our students receive. We need to show strength now for reopener bargaining and as we enter full contract bargaining in 2024.

CFA member dues support our essential work, like contract bargaining and faculty rights. Every new member ensures we represent faculty sentiment on faculty rights, retirement, pay, and working conditions. Our efforts also include organizing to secure state funding for the CSU and sponsoring legislation that provides 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](https://calfac.org/join-CFA) to complete a membership form.

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

Once again, we extend our warmest welcome to you. We are pleased to have you as a new colleague and 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](https://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**

At the CSU your starting salary range is dictated by CFA's collective bargaining agreement (CBA). Your starting salary is not set by union negotiation. Once hired, your salary and benefits are negotiated and governed by CFA's CBA.

#### **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](http://calfac.org/contract). We also have compiled Faculty Rights Tips at [calfac.org/faculty-rights-tips](http://calfac.org/faculty-rights-tips). We are here to help new faculty! Find your campus CFA representative at [calfac.org/faculty-rights](http://calfac.org/faculty-rights).



Join CFA today!  
Faculty rights  
are the result of  
hard-fought gains  
CFA made during  
contract  
negotiations  
with CSU  
management.

[calfac.org/  
join-CFA](http://calfac.org/join-CFA)

# 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, Chicanx/Latinx Caucus, Council of Lecturers, Librarians Committee, LGBTQIA+ 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](https://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

Check out Radio Free CSU, CFA's official podcast: [calfac.org/radio-free-csu/](https://calfac.org/radio-free-csu/). The inaugural series, "Stronger Together," focuses on CFA's Anti-Racism and Social Justice Transformation work.

[@CaliforniaFacultyAssociation](https://www.facebook.com/CaliforniaFacultyAssociation)   
[@CFA\\_United](https://twitter.com/CFA_United)   
[@CFA\\_United](https://www.instagram.com/CFA_United) 



# Active Membership Application



YOU CAN JOIN ONLINE AT

[www.calfac.org/join-CFA](http://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) \_\_\_\_\_

For Official Use
Date received _____
Date entered _____
HD # & initials _____
07.2023

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.