

CFA Sonoma General Zoom Meeting Minutes

April 19, 2023

Attending: Napoleon Reyes, Wendy St John, Elaine Newman, Sam Brannen, Izabela Kanaana, Emily Clark, Clea Felien, Scott Horstein, Zachary Wong, Aja LaDuke, Caitlin Henry, Martha Byrne, Mark Gondree, Rita Premo

CFA: Maureen Loughran, Carissa Havemeyer

SQE: Josue Chavez

1. Land Acknowledgement
2. Grounding In
3. CFA Interruption Statement
4. approval of the minutes (4-5-23)- moved: Brannen, 2nd: Gondree, passed
5. approval of proposed agenda- moved: Newman, 2nd: St John, passed

6. Business

(1) preliminary findings from CFA faculty bargaining survey- overwhelming percentage of respondents want raises including SSI's, GSI's that address equity pay, those that address disparities in race, gender and caused by inversion and compression. Other issues reflected in high percentages of respondents include eliminating Lecturer Range A, reducing class size to restore pedagogically appropriate learning, and expanding parental leave to a full semester. Workload (work/life balance), safety, and salary in terms of inflation, percentage of rent/mortgage payments also were topics highly mentioned. 10% was the median raise proposed in the survey responses. 60% said yes, they would strike (without qualification), and an additional 20% said yes, they would strike depending on other potential gains. Lecturers make up 60% of CSU faculty and 40% of lecturers do not receive benefits. CFA has still not received data and analysis from the Mercer findings.

(2) contract reopener bargaining timeline- May 1, 2023: CFA's proposals come out. Open bargaining will allow any member to view the actual bargaining which in study findings increases engagement. We will be active during the summer preparing for a potential strike in order to capitalize on the power curve right before Thanksgiving. We are bargaining on the final year of the current contract on 4 reopening issues. At the beginning of next semester, there will be a lot of work to do to engage faculty. Let's begin communicating now in preparation and

recommending syllabi statements. Often building momentum at the end of a contract leads to successes in new contract negotiations.

(3) Labor Unity Day (April 20)- Noon- 1pm in Salazar Plaza

(4) North Bay Jobs with Justice's Community Picnic and Awards Ceremony (July 30)- a \$500 donation would include 2 tickets to the event. They mobilize people to labor actions. moved: Newman, 2nd: Brannen, passed

(5) [CFA calendar of events](#)

(6) CFA statewide election results from CFA Assembly: Wendy St John- Council of Lecturers, Aja LaDuke- Council for Racial and Social Justice, Napoleon Reyes- Contract Development and Bargaining Strategy Committee, and Elaine Newman remains on- Bargaining Team Committee.

7. Reports

(1) President – Napoleon Reyes- **CFA Sonoma** – *Had meet & confer re: Athletics moving to Student Affairs- a coach participated. *Have a meet & confer request re: apparent unofficial closing of buildings. (This is important because after the meet & confer, we can talk to faculty.) *Made a policy request re: health & safety and the creation of a response team for non-violent/non-criminal incidences to have an alternate response. *Made an information request re: policing budget 2 months ago, asked again, and management promised within 2 weeks. *Made a request for additional resources for CAPS which gets charged rent and where counselors are temporary.

(2) Treasurer – Mark Gondree

(3) Representation – Elaine Newman- We just got a significant cash settlement in a lecturer offer of work issue. We have ongoing discrimination cases. We are working on getting an interim program reorganization policy through the Academic Senate by the end of the semester.

(4) Student for Quality Education – Josue Chavez- SQE/CFA [Solidarity Days](#) was great. Our mental health work on campus and during Social Justice Week has been successful. Will meet with Wendy St John soon. SQE SSU website: Sqecfa.org We need a student who can do Adobe. jchavez@calfac.org

(5) Political Action – Bulent Sokmen and Sergio Canavati De La Torre

(6) Labor and Community Outreach – Clea Felien

(7) Council for Racial and Social Justice – Aja LaDuke- [opt-in/opt-out workload resolutions from Cal Poly Pomona that were shared during our CRSJ meeting during Assembly](#)

(8) Tenure-Track Faculty – Bryan Burton and Nadiya Parekh- Lobo's Trivia Night on April 11 was super fun.

(9) Lecturers Council – Wendy St. John

(10) Membership and Organizing – Emily Clark- Hallwalking was very successful. Texted via Hustle to turn out the survey. Will follow up with counselors in a way that works for them. FSAC- Revising Lecturer Range Elevation policy. Elaine Newman presented on the program reorganization policy proposal.

8. New Business- CFA Sonoma's new office in May: Schulz 3008/9

9. Announcements- elections results at CFA Assembly:

10. Adjournment- moved: Brannen, 2nd: LaDuke, passed