

RESOLUTION FOR A BIG, REPRESENTATIVE BARGAINING COMMITTEE

ENDORSEMENTS

Council for Racial & Social Justice, April 11, 2024

Palestinian Arab Muslim Caucus, April 10, 2024

Department Representatives of CFA-SFSU, April 3 & 4, 2024

RATIONALE

This resolution derives from the key elements of high participation negotiations detailed in *Rules to Win By: Power & Participation in Union Negotiations* (2023) by veteran labor organizer/negotiator Jane McAlevey and labor lawyer Abby Lawlor. Presenting and analyzing evidence from multiple contemporary negotiation cycles and a study of the historic practices of labor unions, the authors conclude that high participation negotiations not only win better contracts but strengthen worker organization as a whole, enabling workers to enforce their contracts, and also serve as a tool for mass-scale political education. Following many years of practice, McAlevey concludes that “to build maximum power, every single step of the negotiating process—from information requests and member surveys to offering counter proposals and ultimatums at the table—must be made into an opportunity for organizing through intentional mass participation. The informed, invested, and conscious worker organization built by structured high participation negotiations is then also ready and willing to exercise the power lying behind its demands, to move a stonewalling employer, to deflate the fiercest union busters, and to turn the words on the page into conditions enforced in practice” (6).

The following resolution advances tools that, in the words of McAlevey & Lawlor (2023: 67): “transform a union from low participation to high participation by way of contract negotiations. High participation influences everything: winning better contracts, building or maintaining high membership, unionizing more workers in a union’s industry or across a labor market, and developing a robust political mobilization structure so that workers can get more from elected politicians than does the corporate class.”

WHEREAS, it is essential to establish a well-informed standing negotiations committee that broadly represents the workforce; and

WHEREAS, every workplace should be well represented in negotiations including small and large campus and rural and urban campuses; and

WHEREAS, Article IX Section 2 of the CFA bylaws sets minimum standards for representation; and

WHEREAS, every classification of worker and should be well represented in negotiations; therefore be it

WHEREAS, Article III of the Bylaws states that “Authority for the governance of the CFA is ultimately vested in its members. CFA Officers, members of the Board of Directors, committees, representative bodies and staff are responsible to CFA’s membership, as are local chapter Officers, boards and representative bodies. The Assembly is the primary governing body of CFA and is the direct representative of members. The Assembly has primary authority to set broad policy for CFA, adopt budgets and authorize action on behalf of CFA;” therefore be it

RESOLVED that the Board of Directors consider adopting a policy wherein every campus have no fewer than two representatives on the bargaining team; and be it further

RESOLVED that the bargaining committee equitably include representatives of the diversity of our membership with respect to gender, race, ethnicity, age, and disability; and be it finally

RESOLVED that the CFA standing negotiations committee include no less than two of each of the following:

- Full professor
- Associate professor
- Assistant professor
- Full-time (1.0) lecturer faculty under 3 year appointment
- Part-time (less than 1.0) lecturer faculty under 3 year appointment
- Lecturer faculty under 1 year appointment
- Tenure line counselor faculty
- Non tenure line counselor faculty
- Tenure line librarian faculty
- Non tenure line librarian faculty
- Coaching faculty