

**CFA@LB WELCOMES
YOU TO NEW YEAR!**





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AGENDA

- WHAT CAN CFA DO?
- WHY MEMBERSHIP MATTERS
- RECENT WINS
- QUESTIONS?



WE ARE CFA.

- CFA represents over 29,000 faculty, librarians, counselors, and coaches working across the California State University system.
- CFA is affiliated with the Service Employees International Union (SEIU Local 1983) and the American Association of University Professors (AAUP).



WAYS TO PARTICIPATE

- Council of Racial and Social Justice
- Council of Lecturers
- Council of Presidents
- Asian Pacific Islander Desi American Caucus
- Black Caucus
- Chicanx/Latinx Caucus
- Disability Caucus
- LGBTQIA+ Caucus
- Native American and Indigenous Peoples Caucus
- Palestine, Arab, and Muslim Caucus
- Teacher Education Caucus
- Womxn's Caucus
- Coaches Committee
- Counselors Committee
- Librarians Caucus
- Membership & Organizing Committee
- Peace and Justice Committee
- Political Action & Legislative Committee
- Retired Faculty Committee

WHAT CAN WE DO through CFA?



BARGAIN

Negotiate for Fair Wages, Comprehensive Benefits, and Enhanced Working Conditions

ADVOCATE

Champion Improved Working Conditions that Support Student Success

PROMOTE

Advance Racial and Social Justice through Strategic Partnerships with Allied Organizations

REPRESENT

Support and Defend You in Disputes with Administration

EMPOWER

Strengthen Collective Power to Empower You and Our Colleagues

WHY MEMBERSHIP MATTERS



Together We Are Stronger:

Our collective power allows us to achieve more than we could individually.

Collective Bargaining:

This is a hard-won right that empowers us to negotiate for better wages, benefits, and working conditions.

Proven Success:

Our strong track record demonstrates the effectiveness of our united efforts.

OTHER MEMBERSHIP BENEFITS

Complimentary Insurance Coverage:

- Life Insurance: \$2,000 for coverage for active members and full-time CFA staff.
- Accidental Death & Dismemberment (AD&D): \$5,000 coverage through MetLife.
- Complimentary AAUP membership

Voluntary Benefits Enrollment:

CFA members can enroll in voluntary benefits at discounted rates. These benefits are offered by MetLife, and are available with various tiers of coverage and costs:

- Accident Insurance
- Critical Illness Insurance
- Hospital Indemnity Insurance
- Legal Service Plans through [LegalShield & IDShield.](#)
- Educator's Liability Insurance

Recent wins on the CBA



General Salary Increases:

5% Increase for all faculty, retroactive to July 1, 2023. Additional 5% Increase on July 1, 2024.

Salary Floor Improvements:

21.6% Increase to Range A minimum salary
(\$54,360 to \$66,082 for FTE).

15.1% Increase to Range B minimum salary
(\$64,860 to \$74,658 for FTE).

Service Salary Increase (SSI):

2.65% for 2024-25.

Increased Chair Pay:

Supplemental Pay Increase
(first in over 13 years) from
\$80 to \$160 monthly;
\$120 to \$240 for chairs
with 18+ FTE faculty.

Enhanced Parental Leave:

10 weeks of paid parental
leave (up from 6 weeks).

Counselor Employment Options:

New Contract Language
allowing requests for
academic-year or 10-
month contracts.

Course Cap Protections:

Safeguards against
unilateral increases by
management.

CFA Long Beach: Ongoing Initiatives

Salary Audit:

Collaboration with Faculty Affairs:

Initiating a comprehensive salary audit to ensure all eligible faculty receive their Step Salary Increase (SSI).

Objective:

Guarantee that every faculty member entitled to an SSI is accurately identified and compensated.

Pathway to Tenure for Lecturers:

Supporting Lecturer Advancement:

Partnering with Faculty Affairs to develop clear pathways for lecturers interested in pursuing tenure.

Goals:

Provide lecturers with the resources, support, and guidance needed to achieve tenure.

Counselor Ratio

An integral part of the educational mission; and supports the mission through consultation, teaching, preventive and developmental interventions, and treatment.

Goal:

To be as close as possible to maintaining minimum staffing ratios in the range of one F.T.E. professional staff member (excluding trainees) to every 1,000 to 1,500 students



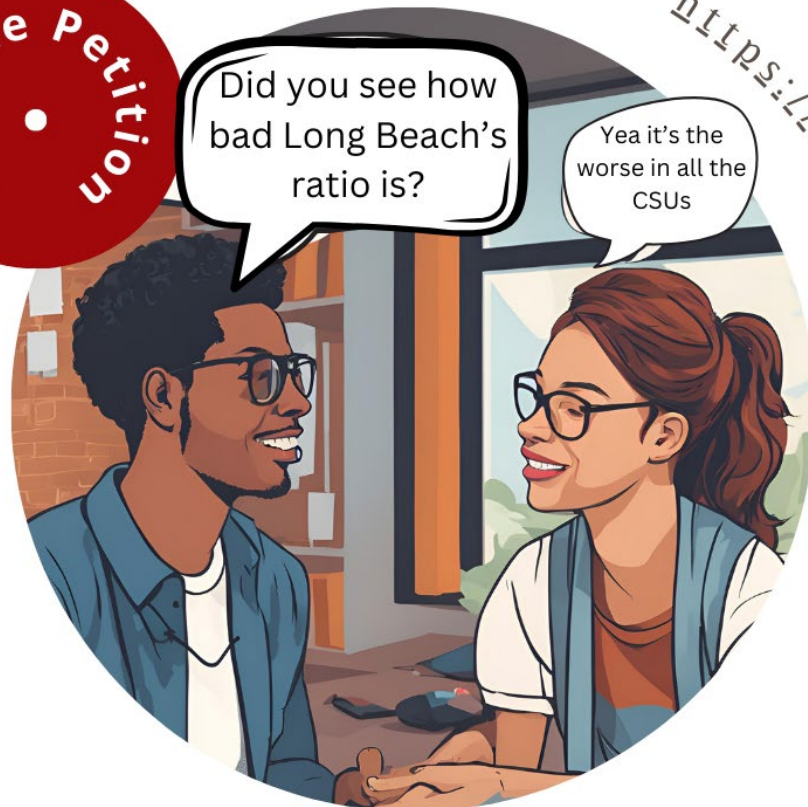
MAKE

Our Students a Priority



CSULB STUDENTS DESERVE BETTER ACCESS TO CAMPUS MENTAL HEALTH CARE.

Sign The Petition



<https://bit.ly/3W0IZfH>

Invest in Student Mental Health

Meet the 1:1500 counselor-to-student standard.

CSULB has the worst student counselor ratio in the entire CSU at about 1:2500 students.

Hire at minimum 50% TT counseling faculty.

In the past 12 months, CAPS has lost 11 out of 24 employees with the Counselor and Case Managements vacancies going unfilled.

Hire BIPOC TT Counselor Faculty.

We echo the call made by campus faculty and staff affinity groups. Students deserve access to mental health resources that are culturally competent and affirming and from experienced and diverse mental health professionals.

JOIN US!



<https://www.calfac.org/join-cfa/>

Scan this QR code to join CFA



WWW.CALFAC.ORG



QUESTIONS?



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