



East Bay Chapter

CFA East Bay Newsletter March 2025

Town Hall on Cuts and Layoffs: March 13

Register here: <https://bit.ly/EBtownhallrsvp>

Dear Colleagues,

As you are uncomfortably aware, this spring we are facing deep concerns and imminent consequences of lower enrollment, course cuts, potential layoffs, and overall budget austerity. Our Town Hall's purpose is to sharpen our perspective as faculty and explore actions we can take together to resolve or at least mitigate unwanted impacts. We deserve brighter prospects for our students, communities, and each other.

All are invited – simply register. Please, join in! Our Town Hall is live, in-person on-campus. Due to the surge in early sign-ups, we've moved our venue to LI 1092, the campus TV studio. Note, too, that we are livestreaming the event for remote access.

To recap....

What: Town Hall on Cuts and Layoffs

When: March 13, 12:15 pm to 1:30 pm

Where: Campus TV studio, LI 1092

Lunch to be served

Register here: <https://bit.ly/EBtownhallrsvp>

Look forward to seeing you there!

Jeff

Jeff Newcomb
President
California Faculty Association
East Bay Chapter
jnewcomb@calfac.org

~ ~ ~ ~ ~

CSUEB Austerity & Layoffs

Our chapter continues to fight austerity and the threat of layoffs at East Bay. We have received (another) potential notice of layoffs for next year, and CFA has received an email dated February 26 from the Chancellor's Office confirming that they have approved a request from President Sandeen to proceed with a layoff notice to our CFA chapter. We don't know what is in the plan (the President and the CO have not divulged this info yet) so we are not sure what the scale or size of the layoffs will be. However, it's clear news is coming about potential program closures and layoffs including of TT faculty soon.

President Sandeen asked the University Committee of Layoffs to continue to meet weekly during Spring term and to finalize their recommendations in a memo before March 1. In addition, she also formed the new Focused Program Review Advisory Task Force to identify programs with low enrollment and/or degree conferral (beyond those used by the CO last year to determine low degree conferring programs) and make recommendations about those programs by early April. While President Sandeen may claim she has made no decisions yet, the email from the CO indicates that layoffs for this semester have already been planned without faculty consultation and without following shared governance procedures.

Now is the time to fight back against cuts to instruction and push for better budget solutions that don't impact faculty, students, and staff!

SIGN THE PETITION to Fight the Cuts at East Bay: <https://bit.ly/CSUEBFightCutsPetition>
SAVE THE DATE: Townhall on Cuts & Layoffs (President Sandeen Invited) on 3/13 from 12:15 – 1:30 pm in TV STUDIO (LI 1092), kitty-corner to the Starbucks in the Annex building.
Lunch provided, RSVP here: <https://bit.ly/EBtownhallrsvp>

We are re-opening the Petition to Fight Cuts at East Bay. Please sign it and share with your students, departments, and with concerned community members. Anyone can sign! The petition also includes an opportunity to provide testimony (named or anonymous) about how cuts to instruction are impacting our campus community.

And it's worth repeating: We are planning a townhall on cuts to instruction and potential layoffs. President Sandeen has been invited to attend to answer questions, though has not confirmed attendance yet. The townhall will take place on Thursday, March 13 from 12:15 pm – 1:30 pm, please note the room change and be sure to register for important updates.

Faculty Rights

Our chapter is continuing work to address open grievances and violations of our contract. If you are running into issues with the RTP process, denials of Range Elevation, scheduling for Fall 2025, or any other issues, please reach out to Jen Eagan at jeagan@calfac.org ASAP! The best way for us to protect our work, our students, and each other is to get active and be present (see above)!

The faculty rights committee also needs new members! If you are interested in joining the committee please reach out to Jen Eagan at jeagan@calfac.org.

Lecturer Representation

Please join us for a **virtual CFA Lecturer Faculty Update on Thursday, March 6 from 12:15 - 1:30 pm** and discussion where we'll provide more details about the cuts, the CSU budget, the CSUEB budget and how we can work with tenured and tenured-track allies. (ZOOM LINK: <https://calfac.zoom.us/j/94647985308?pwd=QavhgXyh5M8vhMFUsfaOjL79yMzaAR.1>)

We know our lecturers continue to be hit hardest by cuts to instruction. If you are a lecturer and are experiencing impacts to your job, please reach out to our lecturer representative Kevin Pina at kpina@calfac.org.

Membership & Organizing

Our chapter is continuing to organize against cuts to instruction on our campus, as well as prepare for bargaining. We need your help! **To join the M&O committee or to serve as a department representative, please reach out to Jim Murray at jmurray@calfac.org.** For Spring 2025, the M&O committee meets through zoom every other Thursday during Uhour.

Update your contact information with CFA so you can stay in the loop with crucial battles like fighting cuts to instruction and our next bargaining campaign! Here is the CFA link for members to directly update their contact information:

<https://data.calfac.net/fmi/webd/CFA?script=Navigate.Web¶m=Update&homeurl=https://calfac.org/member-help-hub>

Anti-Racism & Social Justice

Our chapter and CFA statewide are organizing to combat potential attacks on immigrants in our communities by forming a statewide CFA Immigration Task Force. If you are interested in joining as a representative for our campus please reach out to Kim Geron at kgeron@calfac.org. You can find the Chancellor's Office FAQ about resources and our rights regarding ICE on CSU campuses here: <https://www.calstate.edu/attend/student-services/resources-for-undocumented-students/Documents/fags-about-federal-immigration-enforcement-actions-on-university-property.pdf>

Students for Quality Education (SQE)

SQE has a new intern, Kenia Juarez, an HDEV major who will be working hard to fight for a free university! You can follow our East Bay SQE chapter on Instagram [@csueb_sqe](https://www.instagram.com/csueb_sqe), and if you are interested in having SQE come to your class, please contact Kenia at kjuarez@calfac.org.

Political Action

CFA will be engaging in **lobby days at the capital in Sacramento on April 28 and 29** for a variety of bills and to advocate for more funding for the CSU from the state legislature. If you are

interested in participating or in learning more about CFA's political action work, contact Kim Geron at kgeron@calfac.org.

Bargaining Updates

Our CFA statewide bargaining team including campus representatives continues to meet and prepare. The initial meeting availability CSU management provided included mistakes, so we have not been able to identify dates to start bargaining yet. We will keep our members posted!

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When we fight, we win!

In solidarity,
CFA East Bay Executive Board

President: Jeff Newcomb
Vice President: Amara Miller
Secretary: Sharon Radcliff
Treasurer: John Bunce
Faculty Rights Chair: Jen Eagan
Lecturer Representative: Kevin Pina
Membership & Organizing Chair: Jim Murray
Political Action & Legislative Chair: Kim Geron
Council for Racial and Social Justice: Somak Paul
Delegate-At-Large: Earl Aguilera
CFA Staff Representative: Nat Lowe
Office Manager: Mona Dongray

JANUARY 2025

CFA East Bay Newsletter

January 2025

Volume I, Issue 4

Newsletter Editor: Amara Miller

Dear Colleagues,

[add entry—maybe highlight if folks want to fight back the best way is to get involved with Faculty Rights (Jen's email) and M&O (Jim's email)?]

Jeff

Jeff Newcomb
President
East Bay Chapter
California Faculty Association

~ ~ ~ ~ ~

Drastic Cuts at Sonoma State

Sign the petition: <https://www.votervoice.net/CALFAC/Petitions/5498/Respond>

To remedy a structural deficit that has ballooned to \$23.9 million, admin at Sonoma State University (SSU) are [slashing more than 25% of the workforce](#). This includes 23 academic programs, closure of six departments, merger of another seven departments, and elimination of all NCAA athletics. The scale and scope of the cuts are staggering and an ill omen for other campuses, like East Bay.

Our CFA East Bay chapter executive board has passed a resolution to support SSU. Actions we can all take right now to support impacted staff, faculty, and students:

- 1) Sign the petition: <https://www.votervoice.net/CALFAC/Petitions/5498/Respond>
- 2) Ask our campus academic senate to pass a resolution in support of faculty and students!

CSUEB Austerity Updates

The news about cuts at Sonoma doesn't bode well for East Bay. We know that President Sandeen has asked the University Layoff Committee to continue to meet this Spring 2025. We are hearing from management about more draconian cuts on the horizon. The governor's [budget proposal for FY2025-26](#) includes a [potential 7.95% cut to the CSU system](#). In addition, the Chancellor's Office may go forward with its program to reduce East Bay's portion of the state allocation an additional 5% for a potential total cut of 13% to our campus budget. President Sandeen also has a track record of leading department closures and [layoffs at the](#)

[University of Alaska Anchorage](#) in 2020, when she proposed eliminating athletics programs as well as ending 17 degree and certificate programs including theater and early childhood special education.

Despite claims we are still facing a \$10 million structural deficit, we have failed to see adequate planning from campus leadership. There was money for President Sandeen to get another 10% raise in summer 2024, yet we can't afford to retain SCAA writing tutors over the summer. We have money to rebrand the campus, yet we are cutting lecturer faculty to the bone, even to the point now that layoffs of full-time lecturers were initiated in the Spring 2025 against the recommendations of the University Layoff Committee. Even prior to this academic year, areas of the university that engage in direct instruction have been cut dramatically and disproportionately while there has been a 16% increase in the number of MPPs between 2019 and 2024.

Though part-time faculty loss of work is not considered a "layoff," loss of work is a reality. In AY 23-24 CSU East Bay had 536 lecturer faculty by headcount; in Fall 2024 that number dropped to 403. This Spring 2025 the number has fallen to 343. That's a total loss of 193 faculty members, a 36% reduction of the lecturer faculty workforce at East Bay over that period. That is a loss to our students, our programs, and the culture of the whole campus.

It is on all of us to fight austerity at East Bay—don't comply in advance! In the meetings that you find yourself in, ask the questions:

- Yes, enrollment is down, but what is management doing to preserve the course function of the university? What is being done to protect instruction and ensure students who are enrolled can complete their degrees?
- If the budget is so dire, why is there no hiring freeze in place? (See the list of open positions at CSUEB here: <https://careers.pageuppeople.com/873/eb/en-us/listing/>)
- Has the numbers of MPPs and Student Services personnel also been reduced by the same or greater amount than the faculty in proportion to the reduction in enrollment?
- Why are we still initiating a potentially costly college reorganization if our campus is shrinking? Maybe we should be thinking about downsizing the total number of colleges (and therefore the number of administrators) instead?
- What is management doing to ensure that our campus doesn't meet the same fate as Sonoma State?

The faculty rights committee needs new members! The committee meets **every other Monday from 12 - 2 pm virtually**. If you are interested in joining the committee, or if you are dealing with an issue you feel may be a violation of your rights, **please reach out to Jen Eagan** at jeagan@calfac.org.

Lecturer Representation

We know our lecturers continue to be hit hardest. If you are a lecturer and are experiencing impacts to your job, please reach out to our lecturer representative Kevin Pina at kpina@calfac.org.

Membership & Organizing

Our chapter is continuing to organize against cuts to instruction on our campus, as well as prepare for bargaining. We need your help! **If you are interested in joining the M&O committee or in serving as a representative for your department, please reach out to Jim Murray at jmurray@calfac.org.** The M&O committee typically meets through zoom every other Friday in the afternoon (Spring 2025 dates TBD), and helps organize chapter events and campaigns across the semester.

Update your contact information with CFA so you can stay in the loop with crucial battles like fighting cuts to instruction and our next bargaining campaign! Here is the CFA link for members to directly update their contact information:

<https://data.calfac.net/fmi/webd/CFA?script=Navigate.Web¶m=Update&homeurl=https://calfac.org/member-help-hub>

Saturday, February 22: Save the date! Comrades at San Francisco State University are organizing an upcoming inter-campus meeting about efforts to fight cuts to low enrolled CSU campuses planned by the Chancellor's office. For more information, see the Mobilizing and Organizing Conference: <https://sites.google.com/view/forpublichighered/home>

Anti-Racism & Social Justice

Faculty are organizing to combat potential attacks on immigrants in our communities by forming a **statewide CFA Immigration Task Force**. We have two CSUEB chapter members who are serving, but could use more representation. **If you are interested in joining, please contact Kim Geron at kgeron@calfac.org.**

Save the Date! CFA Equity Conference on March 12 - 16, 2025

Equity Conference Info: https://www.calfac.org/wp-content/uploads/2024/12/Equity-Conference-25_narrative.pdf

The theme for this year's equity conference is Seasons of Solidarity: Tending our Legacy, Planting our Future. Members can attend virtually on Wednesday, March 12 and Thursday, March 13. If you are in the area, you can attend in person in San Diego Friday, March 14 through Sunday, March 16.

Bargaining Updates

CFA East Bay Members' overwhelmingly voted for Dr. Stephanie Seitz, College of Business & Economics, to be our East Bay Chapter's Bargaining Team Representative in the upcoming negotiations with the CSU for a new Collective Bargaining Agreement (CBA). Our new CFA bargaining team will be going through training in the coming weeks to prepare for the next contract campaign, and will be reviewing the results from the bargaining survey members participated in last semester. This marks the first time for CFA that each of the 23-campus CFA Chapters will have dedicated representation at the bargaining table, an innovation for greater

inclusivity proposed and supported at last year's General Assembly. The present CBA expires on June 30, 2025. Both CFA and the Office of the Chancellor will be releasing more updates in the lead up to the start of negotiations. We will keep everyone informed as things develop!

Students for Quality Education (SQE)

SQE has a new intern, Kenia Juarez, an HDEV major who will be working hard to fight for a free university! You can follow our East Bay SQE chapter on Instagram [@csueb.sqe](#), and if you are interested in having SQE come to your class, please contact Kenia at kjuarez@calfac.org.

Political Action

We know that these times have been heavy with the start of President Trump's second term and the range of changes already being pushed through or proposed. Our chapter continues to engage in political action work. If you are interested in participating or learning more, contact Kim Geron at kgeron@calfac.org.

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[add closing here]

In solidarity,
CFA East Bay Executive Board

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Lecturer Representative: Kevin Pina
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CFA Staff Representative: Nat Lowe
Office Manager: Mona Dongray

NOVEMBER 2024

CFA East Bay Newsletter

November 2024

Volume I, Issue 3

Newsletter Editor: Amara Miller

[Add intro here!]

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Bargaining for Our Next Contract

[CLICK HERE TO TAKE THE BARGAINING SURVEY](#)

Bargaining for our next Collective Bargaining Agreement is around the corner. The current CBA terminates June 30, 2025, and this time our full contract is on the table for negotiation. Now's the time for members to get involved by sharing your ideas for what we should fight for, and what you think is important. Every voice matters! Our ability to substantively advance our working conditions, improve upon student learning conditions, and to build upon the wins we're achieved in the recent past depends upon our collective strength and action. **The survey will be available online through Friday, November 22nd.** Join in this effort!

Interested in Joining CFA's Statewide Bargaining Team?

Our recent 99th Assembly meeting in Los Angeles voted to amend CFA's bylaws to further expand participation in the open bargaining process. Each Chapter -- East Bay included! -- is to elect one faculty member to the statewide Bargaining Team by November 25, 2024. Candidates may declare at this time by submitting the Declaration of Candidacy form that was emailed to all EB chapter members along with the call. **Nominations for our Chapter's Bargaining Team Representative close on November 15, 2024, 11:59 pm.**

Candidates must be CFA members in good standing. The faculty member elected to the Bargaining Team should plan to participate in bargaining meetings and negotiations with management on Thursdays and Fridays throughout Spring Semester 2025 (nominee must be willing to travel). Additionally, we expect to engage in bargaining during Summer 2025 if we do not reach a satisfactory agreement in the Spring. The Collective Bargaining Agreement requires management to allow faculty members to schedule their assignments so that they can participate in bargaining meetings and sessions with management. Candidates will receive email confirmation of receipt of your nomination.

Please refer comments or questions you may have to our Chapter Elections Committee:

- Kim Geron, Chair kgeron@calfac.org
- Jen Eagan jeagan@calfac.org
- Kevin Pina kpina@calfac.org

Upcoming Events and Workshops

- **Liberate the CSU: Rally in Long Beach, at the CSU Board of Trustees.** Wednesday, November 20, 10:00 am-Noon. Join in the expanding fight for rights, respect and justice in the CSU! For information and to register, please go to https://www.calfac.org/rally-at-board-of-trustees-to-amplify-our-message-enough-is-enough/?link_id=7&can_id=d17966dcc32b41957279fe8e94600cbd&source=email-cfa-headlines-members-drive-voter-turnout-board-of-trustees-rally-on-nov-20-free-speech-art-installation-management-informed-on-intent-to-bargain&email_referrer=email_2522159&email_subject=cfa-headlines-members-drive-voter-turnout-board-of-trustees-rally-on-nov-20-free-speech-art-installation-management-informed-on-intent-to-bargain
- **CFA Retirement Workshops.** With CFA's Retirement Specialist, Jonathan Karpf. Foundational and superlative info and advice! Two independent sessions: November 12, 2:00 to 5:00 pm, and November 15, Noon to 3:00 pm. Via Zoom. Please register on the CFA website, https://forms.office.com/pages/responsepage.aspx?id=cW_hyenoC0-XVVVeazb-qTogLkGJwbyxNg-4e1g-LXtNUNE4KOTBONU1ERVIPUUtCOEpLSFJDQktVWC4u&route=shorturl
- **Lecturers' Nuts and Bolts Workshop.** Thursday, November 21, U-Hour. Lecturer Faculty – be informed! Get updates, meet colleagues, and share concerns about unfolding developments at East Bay impacting you as lecturer faculty. Via Zoom, invitation to follow, check your email. Presenters: East Bay Chapter's Lecturers' Rights Team.

Commented [1]: Added in activities scheduled for November. Are there more?

Commented [2]: This is the BOT registration link. We should probably hyperlink these long links!

Commented [3]: I put in the correct registration link; it was in the last Headlines

Commented [4]: added

Faculty Rights: Layoff Update

According to [Article 38 in the Collective Bargaining Agreement](#) (CBA), a faculty layoff only applies to full-time faculty members, including full-time lecturers, FERP faculty, and probationary faculty.

The University Committee on Layoffs (UCL) delivered [a recommendation to the President](#) on November 5 on the need for layoffs in Spring 2025, per their charge in [22-23 FAC 6](#) (Section 1.5). Their summary is: "Based on an analysis of the recent budget and finance annual report, as well as enrollment and instructional data provided by Academic Affairs, we believe that layoffs (and non-renewals) are unnecessary for Spring 2025." The memo includes a values-based rationale for this recommendation, a breakdown of budget growth or decline of various divisions of the University, and strategies to address our budget crisis without layoffs. It also contains a minority opinion from the UCL.

In order to prevent potential layoffs, the administration shall make mitigating programs available to faculty, including programs for regular faculty to reduce their workload, including the Faculty Early Retirement Program (FERP) and the Pre-Retirement Reduction in Time Base program

(PRTB). Are you thinking about retirement? Check out this [faculty rights tip on the FERP and PRTB](#) programs.

Learn more about [how faculty layoffs work at the CSU](#) by following the link. If you have questions about Article 38 or any part of the Collective Bargaining Agreement, you can also contact Jen Eagan, Chair, CFA-EB Faculty Rights Committee at jeagan@calfac.org

College Reorganization at CSU East Bay

CFA is currently within a meet and confer process over the proposed dissolution of CEAS. As long as the meet and confer process is ongoing, where CFA reviews their concerns with management, the reorganization cannot be implemented. CSU management may disagree with us on this, but state labor law is clear. Any faculty who experience changes to their workload or rights as a result of this reorganization process should contact the chapter as soon as possible: jnewcomb@calfac.org.

Also, while not CFA specific we wanted to highlight some news from Senate about the reorganization process. Senate will be voting on a resolution on Tuesday 11/12 ([24-25 FUFM 2](#)), which calls for a suspension of the Senate's process to deliver a college reorganization recommendation to the President, a suspension of all Dean searches, and a suspension of the implementation of the College of Health in Fall 2025. Senate officers will also be discussing the three delayed timeline options, ([24-25 BEC 5](#)), [with new proposed revisions \(24-25 BEC 5 with amendment suggestions\)](#). Please reach out to your [elected Senators](#) with your thoughts on the resolution, the timeline options, or the reorg process generally.

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Lecturer Representation

Our campus's vote to ratify the amendment to the [Constitution of the Academic Senate of the California State University](#) (ASCSU) to add three designated Lecturer Faculty positions ([AS-3660](#)) was **PASSED**. Thank you to all our members who supported this effort!

As class schedules are finalized for spring in the coming weeks and we contend with the potential of additional cuts, we know our lecturers continue to be hit hardest. If you are a lecturer and are experiencing impacts to your job, please reach out to our lecturer representative Kevin Pina at kpina@calfac.org.

Membership & Organizing

M&O helped organize a General Member Meeting for our chapter on zoom Oct 24, which 26 members attended including most of the executive board. We discussed our past activities and the upcoming bargaining for the new contract, as well as the campus reorganization. M&O is still seeking new college and department representatives, although we have secured a few new people for that role (thank you!). If you are interested in joining the M&O committee or in serving as a representative for your department, please reach out to Jim Murray at jmurray@calfac.org.

Last month we also helped support Students for Quality Education in their Oct 29 protest to fight austerity and inform students about the new Time, Place, and Manner (anti-free speech) policy. Many students and faculty were unaware of the new rules against masking, among other new restrictions.



Students for Quality Education (SQE)

SQE held a "Night of the Living Debt" zombie walk on October 29 to draw attention to austerity measures in the CSU and raise awareness about the Time, Place, and Manner (anti-free speech) policy from the Chancellor. Students and CFA members were zombified and then marched across campus, drumming and passing out flyers. The event was empowering!

You can follow our East Bay SQE chapter on Instagram [@csueb_sqe](https://www.instagram.com/csueb_sqe), and if you are interested in having SQE come to your class, please contact Rin Anderson at randerson@calfac.org.

Political Action

A big thank you to our members who went out to vote, made our voices heard, and dedicated dozens of hours volunteering to support candidates and ballot measures. Through all our efforts CFA ran a successful election campaign! We strengthened the voice of working people, labor unions, and helped elect people with values that align with CFA in California. While votes are still being counted, many of CFA's endorsed candidates are winning their races and some of key statewide propositions are also doing well.

While at the national level, the election results are a disaster for working people, women, immigrants, LGBTQ+ folks and so many others, as the CFA Headlines noted this week: "Through grassroots efforts, the labor movement is reshaping the electorate and mobilizing voters from working-class and marginalized communities. For the first time in history, we are on track to have gender parity in both houses of the California State Legislature."

The gains we made in California would not be possible without the efforts of CFA members who canvassed door-to-door in your districts, spent hours phone-banking, text-banking, writing postcards to support our endorsed candidates, and signed faculty to pledge to vote. A special shout out to our colleagues who volunteered to travel to other states to support working people's candidates.

Down-ballot election outcomes were overall encouraging for local CFA-endorsed candidates actively advocating for public higher education. Stability of future funding and respect for both faculty and students across the CSU are increasingly at risk looking out toward 2025-26. We will need all the help we can get. Chapter members invested time and energy in text banking, phone banking, and neighborhood walking in this election cycle. CFA-endorsed candidate Jesse Arreguin (D) won his seat for State Senate in SD 7. CFA-endorsed Marisol Rubio (D) lost her bid for State Senate in SD 9 against incumbent Assemblymember Democrat Tim Grayson.

Commented [5]: Added local State Senate, CFA-endorsed candidate results.

For those who missed the link in the general CFA newsletter, we also wanted to highlight this story from *In These Times* about "[The Right Believes It Has the Supreme Court Votes to Overturn Labor Law](#)." The piece discusses how "it's likely that one or more circuit courts will rule the NLRB [National Labor Relations Board] either partially or totally unconstitutional within the next six months, potentially putting an appeal on the Supreme Court docket as soon as October 2025... But, if no union activity is protected because the NLRB ceases to exist, then all union tactics are potentially valid, or at least morally defensible, as long as unions are ready to fight back proportionally." Read more at the link—and remember, don't panic, organize!

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[add closing here]

In solidarity,
CFA East Bay Executive Board

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OCTOBER 2024

CFA East Bay Newsletter

October 3, 2024

Volume I, Issue 2

Newsletter Editor: Amara Miller

Dear Colleagues,

Happy October! Our Chapter Newsletter's second issue is packed with news we can use to build professional resilience and celebrate the joy of what we do.

Be Present: Take the Collective Bargaining Survey

[CLICK HERE TO TAKE THE BARGAINING SURVEY](#)

Bargaining over our next Collective Bargaining Agreement is around the corner. The current CBA terminates June 30, 2025, and our full contract is on the table for negotiation. Our most recent bargaining gains resulted from our scope-limited reopener, ratified in spring after our January statewide strike. This survey begins a new resolve in asserting our rights as faculty.

Now's the time for members to complete the survey. Express your thoughts, hopes, and concerns about workload, salary, security, social justice. Every voice matters! Here is the first of opportunities to articulate and help define the bargaining issues and priorities we as faculty are now facing. Our ability to substantively advance our working conditions, improve upon student learning conditions, and to build upon the wins we've achieved in the recent past depends upon our collective strength and action. The survey will be available online through Friday, November 22nd. Join in this effort!

About Potential Layoffs, Colleges' Reorg, Workload Reduction, & Time, Place, Manner Policy

Our Chapter Faculty Rights team continues in the ongoing Meet and Confer with CSU management Thursday, October 17. The talks are expanded, to include issues and concerns over the notice of potential layoffs, the colleges' reorganization, workload reduction for probationary faculty, and rollout of the interim Time, Place, & Manner (TPM) policy. Updates to follow.

Read further about developments on these fronts, and more!

Jeff

Jeff Newcomb
President
East Bay Chapter
California Faculty Association

College Reorganization at CSU East Bay

The executive board for our East Bay Chapter has approved the following statement in response to President Sandeen's recent [plan for a consultation process](#) with faculty to determine the reorganization of

colleges by the end of the school year. For an overview of the feedback process, refer to [24-25 BSO 3](#). To identify your college senators to contact, please reference the [24-25 Senate Roster](#).

CFA East Bay Chapter Statement on College Reorg

The CFA East Bay Chapter is strongly opposed to the proposed process for college reorganization. The chapter has no opinion on the need for reorganization, but the current process is unacceptable for the following reasons:

- **Violation of shared governance:** The process violates shared governance, which has been a consistent pattern of President Sandeen's Administration (see [23-24 BAS 2](#)). The plans coming from administration present faculty with false and constrained choices. They are "concepts of plans" with no details on costs, the impact of reorganization on faculty, and on shared governance. These plans do not reflect the seriousness of the undertaking. Any reorganization plans should be created and led by the faculty affected by them.
- **Lack of clarity about purpose:** Any reorganization process should have a clear purpose. Sandeen's administration has not clearly articulated the purpose behind their proposed reorganization plans.
- **No consultation with affected faculty:** Faculty from the College of Education and Allied Studies (CEAS), poised to be the most affected by the proposed plans, were not consulted. The proposed plans demonstrate a lack of understanding of programs within CEAS, and the timing of the process will interfere with accreditation visits. Faculty from colleges that may be asked to add CEAS programs to their colleges were likewise not consulted.
- **Impossibly short timeline:** The timeline proposed is laughably short. Good decisions take time, deliberation, and careful attention. The timeline proposed by Sandeen's administration seems designed to curtail faculty scrutiny and short-circuit meaningful debate about reorganization.

Finally, our current administrative leadership is not up for a task of this magnitude; they can't even make sure that faculty get raises in a timely fashion. If faculty are not the architects of a reorganization plan, it will be a failure — a failure that the faculty will have to live with. Administrators come and go rather quickly; faculty are often here for decades.

CFA is currently within a meet and confer process over the proposed dissolution of CEAS. As long as the meet and confer process is ongoing, where CFA reviews their concerns with management, the reorganization cannot be implemented. CSU management may disagree with us on this, but state labor law is clear. Any faculty who experience changes to their workload or rights as a result of this reorganization process should contact the chapter as soon as possible: jnewcomb@calfac.org.

Anti-Racism & Social Justice

Joint Announcement from Somak Paul, Anti-Racism Social Justice Chair, East Bay Chapter, CFA, and Sarah Nielsen, Interim Director, OFD: The Office of Faculty Development and the California Faculty Association are co-sponsoring **"Interruption - an Anti-Racism Workshop"** on **Tuesday, October 8**, 10 am - 2 pm, CORE room 179. Lunch provided. Register for the workshop here: [registration form](#).

Membership & Organizing

Save the Date! We will be having a **General Membership Meeting** for our East Bay Chapter, **Thursday, October 24**, during U-hour 12:15 pm - 1:15 pm.

M&O is seeking members to help organize for: (a) the CFA campus election in Spring, (b) the bargaining survey for our upcoming contract campaign beginning in 2025 on the whole CBA, (c) protests by faculty, staff, and students about efforts to impede free-speech on campus, and (d) the threat of layoffs.

We are also seeking members willing to serve as department representatives for the following departments: Educational Psychology, Accounting & Finance, Economics, Athletics, Engineering, and Ethnic Studies. Department representatives are expected to attend General Membership Meetings each year, keep their departments informed about issues impacting faculty and union activities, and serve as a point of contact for colleagues who may reach out with union-related questions. If you are interested in serving as a representative for your department, please reach out to Jim Murray at jmurray@calfac.org.

Anti-Free Speech Policy

CFA is organizing a second Unionwide Town Hall on Organizing Against Anti-Free Speech and Unconstitutional Time, Place, and Manner (TPM) Policies on Thursday, October 10, 6:00 pm to 7:30 pm. We are opposing the [interim "time, place, and manner" \(TPM\) policy](#) released by CSU management.

Our East Bay Chapter held its own Town Hall on September 26 to help inform faculty and students of the new interim policy and its consequences. Exchanges centered on the ways the new policy restricts the rights of free speech for faculty, staff, and students through the Chancellor's policy language and through the CSUEB campus addendum language. We encourage all CFA members to review the proposed statewide policy and campus addendum documents.

Faculty spoke out encouraging peers to work together in combating efforts by CSU leadership and campus administration to limit critique and dissent on issues affecting our campus communities. The Chapter is working with members of our Academic Senate to jointly oppose the new TPM policy. As noted earlier, we are engaged in a meet and confer around the policy, and will update members on outcomes. The interim TPM policy is not legally in effect for faculty until the meet and confer process is resolved.

Political Action

As we all are aware, this is election season at the national level for President and Vice President, as well as congressional races, statewide propositions and state senate and assembly races are in full swing and every vote will count. In particular, for our chapter, there are three open-seat state legislator races where CFA has endorsed East Bay candidates. We encourage you to vote for them if you live in these districts:

- State Senate District 7 (currently held by Steven Glazer who is termed out in November). CFA has endorsed Marisol Rubio, city council member in San Ramon. This district in Contra Costa County includes the anchor cities of Antioch, Concord, and in Alameda County it includes Dublin, Livermore, Pleasanton. More information on Marisol is available at her website: <https://www.marisolforca.com/> There is a phone bank for Marisol on Monday October 7th and precinct walks every weekend.
- State Senate District 9. This is an open seat race currently held by Nancy Skinner, who is termed out this November. The anchor cities of this district include: Alameda, Oakland, Berkeley, Albany, Richmond, San Leandro. CFA has endorsed Berkeley Mayor, Jesse Arreguin and in September we had a group text bank to our CFA members and their households who live in this district. Additional outreach and get out the vote opportunities are planned. For more information about Jesse's campaign see his website. <https://www.jesse.vote/>
- Assembly District 15. This is also an open seat race. CFA has endorsed Anamarie Avila Farias. This Contra Costa County district includes Martinez, Antioch, Concord. Anamarie currently sits on the Contra Costa County Board of Education. For more information about Anamarie, see her website: <https://www.anamarie4assembly.com/>

If you have been doing election-related work already or plan to do so, please complete this online form. You can also obtain information on how to register to vote if you are not registered or have moved: <https://www.calfac.org/politics/endorsements/>

Our chapter has committed to phone bank, text bank, and walk action for our state legislative candidates who, if elected, will be voting on our legislative priorities and the upcoming state budget. Next year promises to be especially challenging, and CFA needs strong allies in the legislature. Can we count on you to join with your fellow CFAers in this year's electoral work? If yes, please let us know! We need your help in our Chapter's electoral work. Contact Kim Geron at: kgeron@calfac.org.

Finally, we anticipate that mail-in ballots will arrive in our mailboxes by October 7-8th. Please vote and sign your ballot and return it asap so your vote will be counted!

Faculty Rights

Our faculty rights committee continues to fight to protect our rights at East Bay, and to look for new members! If you are interested in joining the committee, or if you are dealing with an issue you feel may be a violation of your rights, please reach out to Jen Eagan at jeagan@calfac.org.

Women's water polo is continuing to fight for justice. Lisa Cooper went on *EB Live* to share more about the struggle with campus leadership to take accountability for the team's cancellation. She shared how one student was not given a refund for her pre-paid housing bill, once she was notified that water polo would no longer be supported at East Bay. Watch the interview: <https://youtu.be/UL742fMOdoA?t=3387>

Lecturer Representation

We know our lecturers continue to be hit hardest. If you are a lecturer and are experiencing impacts to your job, please reach out to our lecturer representative Kevin Pina at kpina@calfac.org.

Students for Quality Education (SQE)

Our student group and internship program, Students for Quality Education (SQE), is organizing a Halloween-themed action Tuesday, October 22, pushing back against the Chancellor's Office Time, Manner and Place policy. SQE is also currently engaging in classroom visits and creating a pre-recorded video about the organization that can be shown in online classes. You can follow our East Bay chapter on Instagram [@csueb_sqe](https://www.instagram.com/csueb_sqe), and if you are interested in having SQE come to your class or getting a copy of the video when it is available, please contact Rin Anderson at randerson@calfac.org.

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We, together, are the union! Given our multiple initiatives and events just this month, we are continuously engaged with the professional well-being of all faculty, counselors, coaches, and librarians -- and in turn, the success of our students. Your participation in this work is always in demand. Join with us!

In solidarity,
CFA East Bay Executive Board

President: Jeff Newcomb
Vice President: Amara Miller
Secretary: Sharon Radcliff
Treasurer: John Bunce
Faculty Rights Chair: Jen Eagan
Lecturer Representative: Kevin Pina
Membership & Organizing Chair: Jim Murray
Political Action & Legislative Chair: Kim Geron

Council for Racial and Social Justice: Somak Paul
CFA Staff Representative: Nat Lowe
Office Manager: Mona Dongray

SEPTEMBER 2024

CFA East Bay Newsletter

September 1, 2024

We are the Labor

Dear Colleagues,

Labor Day: It's a great opportunity to remind ourselves of the fulfillment and joy we experience in pursuit of our profession, and to refresh that spirit!

It's also a good time for us in CFA to reflect upon the role union power now plays in protecting our faculty rights, work, and well-being. Together, our labor matters! We are the labor who teach, coach, advise, and care for students. We are the labor who dedicate our careers to best practices in learning and discovery. We are the labor championing shared governance and safeguarding academic freedom. We are the labor on whom our communities and institutions depend for the critical skills next generations need to win the future.

In the weeks ahead, as many of you are aware, our union power will be challenged by deepening concerns over funding cutbacks, college and department reorgs, and talk of potential layoffs. We, together in union, must be ready to defend our faculty rights and promote the respect and justice we deserve.

Finally, please take note! We're introducing our own monthly CFA East Bay Chapter newsletter. Our newsletter editor is Amara Miller, with contributions this month from Jen Eagan, Kim Geron, Jim Murray, Crystal Perez, Kevin Pina, Nat Lowe, and Mona Dongray. Going forward we hope to keep you informed about key issues and upcoming events facing our campus.

Happy Labor Day All,
Jeff Newcomb
President
CFA East Bay Chapter
jnewcomb@calfac.org

Forewarned is forearmed! For those who missed our summer communique, CFA has received official notice from the Chancellor's Office of the possibility for layoffs on our campus potentially to "extend to Unit 3 employees" due to Cal State East Bay's "lack of funds" and projected "budget shortfall for the 2024/2025 fiscal year." This notice is a requirement per our Collective Bargaining Agreement (CBA), Article 38: Layoff.

Know that CFA will fight to protect faculty jobs and to defend faculty rights. We are seeking an immediate, CBA-obligated Meet & Confer with CSU representatives and our campus president and managers. We have requested several categories of data being cited to justify any layoffs. At present, the Chancellor's Office claims that this notice is a precautionary step, with no faculty or programs yet identified for layoffs and no timetables. Our chapter officers will keep members informed of any updates.

Fight the Cuts!

Sign the petition: <https://forms.gle/DmBr9RxSWpTrRthA8>

For over a year, administrators at CSU East Bay have pursued substantial cuts to address an ongoing structural deficit, with the most drastic cuts to instruction and other student services. Yet, while administrators claim they are broke, President Sandeen and management personnel got raises and have funds to roll out new campus branding. Here we are again, facing cuts in Spring 2025 to classes, counseling, student affairs and services, and affinity centers!

We are in exactly the same position as last year. Colleges still don't have budgets, and there is still no plan from admin to ensure new rounds of cuts don't hurt enrollment further, sending us into what we've heard some colleagues describe as a "death spiral."

This is the last chance to [sign the petition to fight the cuts at CSUEB](#), urging CSU leadership to find budget solutions that don't have devastating impacts on the education of our students and lives of faculty and staff. **Anyone can sign!** We will be delivering the petition early in Fall term.

Anti-Free Speech Policy from Chancellor's Office

CSU management has released a [systemwide interim "time, place, and manner" policy](#). New updates will impact the free speech and academic freedom of faculty, staff, and students—for example, updates include:

- Dictating "hours of operation" at campuses to ban people's presence in buildings and areas at certain times, including times of scheduled classes and events.

- Enact an ableist ban on face coverings that protect the immunocompromised and that appear to contravene an individual's right to wear specific religious attire, such as a burqa, hijab, or other head/face coverings.
- Establish broad language requiring written permission for posters, signs, banners and chalking.

SAVE THE DATE! Our East Bay chapter will be holding a **Town Hall on the policy on Thursday, 9/26 from 12:00 - 1:30 pm in CORE Room 159 Mountain Lion Room.**

You should be seeing our next 5% General Salary Increase (GSI) for all faculty (effective July 1, 2024), as bargained, going through. In addition, CSU management is continuously processing retroactive payments for some members who have yet to get their full pay. Our campus has been experiencing some payroll issues, with members still missing back pay for our retro 5% GSI as of last month. **We encourage everyone to check your payroll history on [MyHR](#) and on [Cal Employee Connect](#).** See this helpful [Faculty Rights Tip: Understanding Our Raises for Academic Year 2024-25](#) or this [guide to estimating your new salary](#).

We have been encouraged by admin to direct members who would like help figuring out whether their pay increases have gone through to Rafael Hernandez (Deputy Provost, rafael.hernandez@csueastbay.edu, Slack: @hdez).

Membership & Organizing

Save the date for our first **General Membership Meeting on Thursday, 10/3 from 12:00 - 1:30 pm!** More details to come. If you are interested in getting involved in organizing work for our chapter, please reach out to Jim Murray at jmurray@calfac.org. The membership and organizing committee meets every other week on Friday afternoons on zoom.

Faculty Rights

Our faculty rights committee continues to fight to protect our rights at East Bay, unfortunately dealing with a high number of active grievances (30+ as of the start of Fall term). We are looking for new members! Please join us for a **Faculty Rights Meeting – Know Your Rights on Monday, 9/16, 12:00 to 1:30 pm.** If you are interested in joining the committee, or if you are dealing with an issue you feel may be a violation of your rights, please reach out to Jen Eagan at jeagan@calfac.org.

Lecturer Representation

Based on current data, initial analysis has shown we have 23% fewer faculty from a year ago due to the loss of lecturers. It's on President Sandeen's administration and their lack of a plan to deal with budget deficits that we have lost so many colleagues. We will continue to do what we can to fight the cuts to classes and address disproportionate impacts to lecturer faculty. Please join us for a **Lecturer Rights Workshop, specifically for Lecturer Faculty, on Thursday, 9/19, 12:00 to 1:30 pm**. Details to follow for lecturers. If you are a lecturer and are experiencing impacts to your job, you can reach out to our lecturer representative Kevin Pina at kpina@calfac.org.

Our student group and internship program, Students for Quality Education (SQE), is organizing this year around the theme, "Where's The Money?" to highlight the need for greater fiscal transparency and responsibility. You can follow our East Bay chapter on Instagram [@csueb.sqe](https://www.instagram.com/csueb.sqe).

As always, our strength and power come from our membership. We value and appreciate everything you all do to serve our students and our community. Onward!

In solidarity,
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