



2025-2026

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://www.calfac.org/join-cfa)!



WORKING TOGETHER FOR FACULTY

CFA members negotiate with 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 encourage faculty participation in CFA and CSU governance.



ADVOCATING FOR STUDENTS

Student learning conditions are faculty working conditions. As CSU faculty, we prepare future generations for careers in an array of fields, from education to engineering. CFA members advocate for policies and practices that improve affordability and accessibility for students.



IMPROVING OUR UNIVERSITY

CFA members advocate for fairness on behalf of all faculty. We invite you to join us to protect and build upon one of the greatest university systems in the world. Join CFA today!

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 structural inequities.

Since 1983, CFA has secured:

- Fair salaries
- Pensions
- Quality health care
- Better working conditions
- More funding for students

Today, we face threats like budget cuts, privatization, AI, and political interference. CFA gives faculty a strong, united voice to protect our rights.

What does it mean to be a CFA member?

- Strength comes in numbers. Every CFA member strengthens our union, enabling us to bargain for the best possible contract.
- Unity helps protect our gains. Together, we work to protect faculty rights, safe workplaces, student learning, fair pay, access to health insurance and pensions, job security, and racial and social justice.
- Anti-racism and social justice are central to CFA's work and values. Much of our work challenges systems of racial oppression and social inequity.
- Participation is at the core. Members shape our union through involvement on their local CFA chapters and CFA councils, caucuses, and committees. At Assembly, members vote in elections for chapter leaders and delegates as well as set policy. Members also vote on the ratification of contracts.

What have we secured through our contract wins since 2018?

As of March 2025, CFA members have returned to the bargaining table with CSU management to revisit all articles in our contract.

However, since 2018, we have won significant economic gains, including a cumulative 23% General Salary Increase (GSI) for all faculty, a \$3500 prorated one-time COVID service award, a cumulative 10.6% Service Salary Increase (SSI) for eligible faculty, and a 2.65% Post Promotion Increase (PPI) for eligible faculty. We also won a \$3000 increase to the salary floor for faculty in Ranges A & B, and increased paid parental leave from 6 to 10 weeks.

We've also won:

- Increases to the number of Exceptional Service Awards for service to students, recognizing the cultural taxation that women, BIPOC, and LGBTQIA+ faculty experience
- Rebuttals to bias in student evaluations
- Caste as a protected category
- Stronger protections when interacting with campus police
- Improved opportunities for lecturers, librarians, counselors, and coaches
- Improved access to gender-inclusive restrooms and lactations spaces
- Protection against unilateral increase to course capacities
- Options for counselors and librarians to request academic-year or 10-month employment contracts

Your membership furthers our ability to negotiate at the bargaining table!

LEARN MORE

CFA members are entitled to a variety of programs as a result of membership and our affiliation with SEIU and AAUP.

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



Dear Colleague,

It is with deep pride and a profound sense of responsibility and honor that I write to you as the new president of the California Faculty Association. This is my first message in this role, and I want to begin by saying—welcome. Whether you are a lecturer or tenure-line faculty member, a counselor, librarian, or coach, your being here matters.

I first joined CFA in 2001. Like many of you, I was drawn to our union because I care deeply about my students, my colleagues, and the broader public mission of education. Grounded in social justice unionism, CFA gave me a venue to act on those values. Through CFA, I found a community rooted in the belief that our working conditions are inextricably linked to our students' learning conditions. That the fight for fair compensation, job security, just working conditions, and academic freedom is also a fight for access, equity, and justice in higher education. Our union also understands that the social and political issues affecting our communities—such as immigration, racial injustice in the wake of George Floyd's murder, and the struggle to expand Ethnic Studies—are not separate from our academic mission. These realities impact our students' lives and futures, and they shape the direction of our faculty's work. That's why CFA organizes not only around labor rights, but also around the broader social conditions that affect us all.

As a professor of teacher education at Sacramento State, I prepare students who will go on to teach in middle/high schools across California. Many are first-generation students of color. Like me, some learned English as a second language, while simultaneously receiving the message to assimilate. For my students, teaching is a political act. It is a commitment to uplift their students and ensure they are centered in the curriculum they teach. More importantly, that their student's humanity is visible. They do this daily with brilliance, resilience, and deep purpose. Similarly, I want them to enter a teaching field that respects their humanity and uplifts their labor. That's what I fight for through CFA—and what I hope you will too.

Our union has secured tangible victories that benefit all faculty. These include salary increases, expanded parental leave, enhanced rights for lecturers, and stronger workload protections. But bargaining wins are only part of the story. CFA is also a force for anti-racism and social justice, working through our Council for Racial & Social Justice and our unionwide campaigns to challenge systemic inequities across the CSU system and beyond. This work is not symbolic—it is structural, ongoing, and grounded in action.

My own path to CFA leadership has been shaped by my lived experience as a woman of color in higher education. I am cognizant of CFA unionists that came before me, the struggles they endured, the doors they tore down and broke through for me to be the first Xicana president of CFA. That is why, in spaces where our voices have historically been marginalized, CFA has been intentional about building power through inclusivity. And so we organize across our lived intersectionalities, rank, and region—recognizing that our strength is in our solidarity.

To new members: I hope you don't just join CFA—I hope you find a place in it. Whether by serving on a committee, attending a campus action, or having a conversation with your chapter leadership—your voice matters. Your presence strengthens this union.



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President's Message

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CFA is a place where we not only respond to challenges—we imagine and build. We think about sustainability—not just in environmental terms, but in how we sustain ourselves, our profession, and our communities over the long term. We advocate for fair compensation, yes—but also for mental health, disability justice, racial healing, and the protection of public education as a common good.

So, again, thank you for being here. Thank you for choosing to be part of a union that does not separate labor from purpose, or justice from action. We win when we believe in each other. We win when we organize from a place of courage and care. And we win when we remember that this fight is about something greater than ourselves.

In community and solidarity,

Margarita Berta-Ávila

President, California Faculty Association
Professor of Education, College of Education
Sacramento State University



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STRONGER TOGETHER!



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.

Below are ways to get involved with CFA! Join our efforts!

Scan below to find your chapter's leadership team!

SCAN



Immigration Taskforce



Political Action & Legislation



Council for Racial & Social Justice



CFA members go on strike at Pomona, 2023



CFA members rally with union siblings at a Board of Trustees meeting, 2023



Dominguez Hills Layoff Rally, 2025



National Day of Action for Higher Education at Sacramento State, 2025



Budget Subcommittee Hearing at the Capitol, 2025

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.



JOIN CFA TODAY!

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

calfac.org/join-CFA

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 members negotiate 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, you are legally entitled to union representation. Contact your CFA representative immediately: <https://www.calfac.org/faculty-rights-chapter-representatives/>.

Learn More

It is critical that you know your rights and that you reach out to CFA members 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. We also have compiled Faculty Rights Tips at calfac.org/faculty-rights-tips. We are here to help new faculty! Find your campus CFA representative at calfac.org/faculty-rights.

CFA: THE FACULTY'S UNION



The California Faculty Association was 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.

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 Asian Pacific Islander Desi Americans Caucus, Black Caucus, Coaches Committee, Contract Development & Bargaining Strategy 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, Membership and Organizing Committee 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 your inbox on Thursdays.

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Join the thousands who follow our news online.

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Active Membership Application



YOU CAN JOIN ONLINE AT
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 _____

07.2025

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.

Recruited by: _____

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