

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 \$3,500 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 \$3,000 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.

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WITH YOUR PHONE
TO JOIN CFA ONLINE!**

