



California Faculty Association

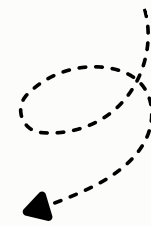
# OUR FACULTY UNION

2026-2027



We are the collective bargaining representative for all CSU faculty, including 29,000 tenure-line faculty, lecturer faculty, counselors, librarians, and coaches at all 22 CSU campuses.

Your membership strengthens us all. **Join today at [calfac.org/join-cfa](https://calfac.org/join-cfa)!**



Working **TOGETHER** for faculty.

**ADVOCATING** for students.

**IMPROVING** our university.



## WHY JOIN CFA?

SIGN UP!

Since 1983, we have secured:

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

Faculty continue to build CFA into an advocate for transformation that uplifts our most vulnerable faculty members and addresses long-standing racial, gender, and structural inequities. While we face ongoing threats like budget cuts, privatization, AI, and political interference, our members maintain a strong, united voice to protect our rights.

## WHY YOU MATTER

- 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, and job security.
- Anti-racism and social justice are central to our work and values, much of which challenges systems of racial oppression and social inequity.
- Participation is at the core. Members vote on the ratification of contracts. They also get involved at their local CFA chapters and CFA councils, caucuses, and committees. At Assembly, member delegates vote in elections for chapter leaders and set policy.

## WHAT WE'VE WON TOGETHER SINCE 2018

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.

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



# WE ARE IN BARGAINING NOW!

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

Here are the issues our members are prioritizing:

## SALARY

The chancellor must put students, faculty, and staff first. This means paying workers (yes, you're a worker!) a living wage so that we can give students the education and commitment they deserve.

## WORKLOAD

We need to end free work and overwork in the classrooms, libraries, mental health clinics, and athletics facilities. If there should be extra work that we accept, we deserve to be compensated!

## ACADEMIC FREEDOM

We are in a perilous moment where free speech is under attack. We must defend our freedom to teach and investigate issues without unreasonable interference. Faculty should not be punished or retaliated against for exercising rights to free speech, expression, and assembly.

## A.I.

The chancellor introduced an AI Initiative without consulting faculty or students, and with no guardrails for how this public-private partnership will affect our community. We have pushed back against this, but have also demanded stronger protections for faculty regarding AI. Read all about the fallout in New York Times article, "A University System Went All In on A.I. Now It's Tearing Itself Apart."

## APPOINTMENT

We need stronger protections for faculty on temporary appointments (i.e. part-time faculty). To that end, we have put forth several proposals that should help strengthen their status in the CSU.

To see our proposals in detail, visit:

[www.cfabargaining.org/proposals](http://www.cfabargaining.org/proposals)



**Fund the Classroom, Not the Boardroom!**  
**California Dreams, Not Corporate Schemes!**



# President's Message

Dear Colleagues,

It is with deep pride and a profound sense of responsibility and honor that I write to you as the president of the California Faculty Association. Welcome to our union. Whether you are a lecturer or tenure-line faculty member, counselor, librarian, or coach, you being here matters.

I first joined CFA in 2001. Like many of you, I was drawn to our labor 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. 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 are not separate from our academic mission. That's why CFA organizes not only around labor rights, but also around the broader social conditions that affect us all.

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 the CFA unionists that came before me, the struggles they endured, and 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. So, we organize across our intersectional identities, ranks, and regions—recognizing that our strength is in our solidarity.

As a professor of teacher education at Sacramento State, I prepare students who will go on to teach in middle/high schools across California. 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. 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.

This is my second year as president of our union. Last year, we won a lot together, including suing management to help prevent the CSU from handing over personal information to federal agencies without alerting faculty and CFA leadership, successfully canvassing for the passage of Proposition 50, reclassifying 21 lecturers to tenure-track at CSU Long Beach, preventing program cuts at CSU Dominguez Hills, and restoring funding for the Sacramento State library.

Now, we are in full campaign mode for our next contract. We will fight and organize for our proposals, especially our core package on salary, workload, appointment, academic freedom, and AI. These chilling economic and political times demand that we build upon our previous wins, which include pay increases, expanded parental leave, enhanced rights for lecturers, and stronger workload protections. Together, we will take collective action and secure better working conditions and protections for all faculty.



**CFA President**  
Margarita Berta-Ávila

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## President's Message

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If you're not yet a CFA member, 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.

CFA is a place where we not only respond to challenges—we imagine and build for the future. 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



## STAY CONNECTED

### Get CFA Headlines

CFA's weekly e-newsletter comes to your inbox on Thursdays.

Sign up: [bit.ly/CFA-Headlines](https://bit.ly/CFA-Headlines)

### Follow CFA on Social Media

Join the thousands who follow our news online.

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@CFAUnited.bsky.social



# FACULTY STORIES

*"I'm really happy to see our members fight for counselor faculty. Our Bargaining Team just secured a provision where counselors are fully reimbursed by the CSU for obtaining and renewing any licensing or credential fees. It's a small but important win for us!"*



**Stacie Pham,  
CSU San Bernardino Counselor**



*"CFA really helped build my confidence. Being able to advocate for my students and peers at an institutional level is something I've learned through our union. Most importantly, I'm not alone. Faculty across the state are doing this work together."*

**Monique Turner,  
CSU Dominguez Hills Lecturer**



*"When I was going up for tenure, I was met with a serious battle. CFA stepped in, and guess what? I got tenure. 20 years later, I'm a full professor."*

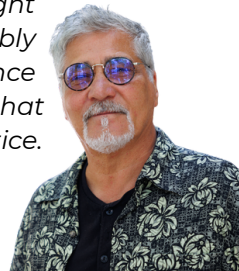
**La Tanya Skiffer,  
CSU Dominguez Hills Professor**

*I think as coaches, sometimes we're really not sure who to go to. But we can collaborate by being CFA members and using those collaborations to benefit our teams and programs. I'm now friends with my CFA colleagues and professors on campus."*

**Danielle Bishop,  
Cal Poly Pomona Coach**



*"I want to help students draw the connection between the classroom environment and how we must fight to make it as inclusive as we possibly can. This is why it makes a difference to have a union run by members that are openly dedicated to social justice. It been very meaningful for me."*



**Kevin Pina,  
CSU East Bay Lecturer**

*"You can take your shoes off and relax and know you're amongst a bunch of people who get you. If I couldn't find support in my library for something, I could find it in CFA. It's where I can take out all my frustration around losing Black faculty and staff, and strategize around what we can do."*

**Del Williams,  
CSU Northridge Librarian**



*"Throughout my eight years in the CSU system, CFA has been my support system, my amplified voice system, and my network, and I deeply proud to be a member of the union."*

**Tracey Salisbury  
CSU Bakersfield Professor**



*"No one's going to do this fight for you. We need all of us. If you care about your class sizes, offerings, pay, benefits, and retirement... you gotta join CFA."*

**Juan Lamata, CSU Los Angeles Professor**



*"It's great that I can collect a pension when I retire. That wouldn't have even been a thought in my head twenty-five years ago. That's because of our members and our Collective Bargaining Agreement. Unions help people, and it really shows."*

**Nancy Meyer-Adams,  
CSU Long Beach Professor**



Want to share your story? Reach out to us at [communications@calfac.org](mailto:communications@calfac.org)!

# BE PART OF THE FAMILY

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!

Find Your Chapter's  
Leadership Team



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



May Day at Cal Poly San  
Luis Obispo, 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 a tenure-line faculty, lecturer, librarian, coach, or counselor, the contract guarantees due process protections for you.

These protections establish ground rules regarding personnel action files, evaluations, and other actions.



### EMPLOYER-PROVIDED 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!

## 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.

### 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/>.

### NEED HELP?

You must know your faculty rights in order to advocate for them!

You can read our entire faculty contract online at [calfac.org/contract](https://www.calfac.org/contract).

We also have compiled Faculty Rights Tips at [calfac.org/faculty-rights-tips](https://www.calfac.org/faculty-rights-tips).

Find your campus CFA representative at [calfac.org/faculty-rights](https://www.calfac.org/faculty-rights).

# CFA: THE FACULTY'S UNION

CFA 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 that 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.



## JOIN CFA TODAY!

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

[calfac.org/join-CFA](https://calfac.org/join-CFA)



# Take a Short Quiz!

Answers at the bottom of the page.

- The CSU consists of \_\_\_\_ campuses across California.
  - 18
  - 20
  - 22
  - 26
- How much is Chancellor Garcia's total annual compensation package? (The chancellor is in charge of overseeing the CSU system.)
  - \$300,000
  - \$400,000
  - \$500,000
  - \$1,000,000
- What is the average base salary of a CSU president (not including their housing and car allowance, deferred compensation, or annual performance incentives)?
  - \$164,000
  - \$232,000
  - \$281,000
  - \$484,000
- Out of the 25 CSU trustees that determine systemwide policies, set tuition, and manage the university's budget and academic programs, how many actually have experience in education?
  - 1
  - 3
  - 12
  - 22
- The CSU Board of Trustees, including the chancellor, voted to increase student tuition by \_\_\_\_\_ from 2024-25 to 2028-29.
  - 0%
  - 6%
  - 13%
  - 34%
- What is the percentage change in instructional spending since 2018?
  - 11.5%
  - 8.3%
  - 11.6%
  - 33.2%
- How much has spending increased on capital projects (e.g. shiny new buildings & facilities) since 2018?
  - 24.9%
  - 6.1%
  - 46.7%
  - 81.3%
- There are more counselor faculty than university police in total in the CSU system.
  - True
  - False
- Many temporary and part-time faculty qualify for unemployment benefits during breaks between academic terms.
  - True
  - False
- CFA dues are only \_\_\_\_\_ of your total gross income."
  - 1.35%
  - 1.85%
  - 2.3%
  - 3%
- Becoming a CFA member gives all faculty a stronger voice to hold management accountable for ensuring real transformation across the CSU system.
  - True
  - False





# Active Membership Application



YOU CAN JOIN ONLINE AT

[www.calfac.org/join-CFA](http://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 _____
07.2026

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 below, 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.

Members are also assessed dues of \$5 or \$10 per month, depending on income, which are voluntary contributions to CFA-PAC and/or CFA Political Issues Committee.

Dues payments and contributions to CFA-PAC and/or CFA Political Issues Committee are not deductible as charitable contributions for federal income tax purposes.

**Recruited by:** \_\_\_\_\_