

Present:

Ade Gutierrez-Diaz
Eran Zelnik
Robin Marie Averbek
Dana Williams
Jason Nice
Lindsay Briggs
Nathan Heggins Bryant
Tim Sistrunk
Melys Araujo-Jerez
Juan Araujo
James Carlson
Jesse Ramirez
Hannah Burdette

Online:

Susan Green
Alisa Wade
Kathleen Isenegger
Alexander Stanton
Betsy Boyd

Introductions.

Nathan:

The CFA Office is nice now. Come by. Our office hours on the front door.

We have updates on bargaining. We are in impasse and very far apart. Now is the silent period of mediation and fact-finding after that. Things seem to be trending toward a possible strike authorization vote at the end of semester. Communication from statewide is going to be slightly slower in coming right now while this process plays out. Last time we walked out it was limited to four articles; now it is more than twenty, more than half the whole contract. So the process right now is trying to get agreement on smaller potatoes. But even after that, we're still pretty far apart. So we have a lot of work to start escalating and turning the heat up. Be vocal, be visible.

Juan: So we are trying to be more visible; we are going to be tabling a lot. Next week on Tuesday and the rest of the month we will be alternating Tuesday, Thursday the next week. 10-2pm, roughly. Tomorrow is

our first campus action team meeting. So a working, organizing meeting, Arts 228, 5-6pm. Phone banking coming up as well.

Jesse: I do want to say that for the CAT Meeting tomorrow, we are planning to have them often, every other week or so. As time progresses, we're going to have them more often. Let us know if you know someone who would be good at it; we will reach out to them. But we really need folks out there, and get the word out there.

Nathan: The dream is to have two members in every building. We want to be intentional and organized and efficient so it doesn't fall on a handful of people. Also have scheduled Rapid Response (RR) meetings.

Jesse: September 16th is the first RR meeting. Open to staff, faculty and students, so please let us now if anyone is interested. No admin.

Nathan: We're going to do some role-playing at all meetings; CHIRLA will be with us in October, and NorCal Resist will be leading an on-campus, post-election Know Your Rights training in November.

Juan: NorCal Resist has RR training on Sept 10; we have them once a month, so you can go to it there too.

Eran on Faculty Rights: Let folks know that Eran is the new person. I teach in the History Department, don't hesitate to contact me. 510-421-1628 -- ezelnik@calfac.org. So if you need anything you can come to us.

Nathan: We are still building up the committee. We do need female Unit 3 faculty rights committee members.

Ade: Let us know if you want to join the committee. We are meeting -- Fridays at 3:30 on Zoom.

Nathan: City Council, Political Action and Legislature chair (PacLeg); we don't have a PAC Leg Chair currently, and it is midterm season. If you know of someone who has an interest in this kind of work let us know. We have been approached by candidates about endorsements: Addison Winslow and Cruz Mora.

SQE Report, James: This semester we have a couple of things planned but we want to support CFA for preparing for possible work stoppage, so any sort of actions if you want students there please let us know. I have a sign-up sheet, and flyers, for a general meeting, starting biweekly meetings again starting next Wednesday. We also have flyers. Trying to do classroom presentations starting by Week 4. So sign-up if you are up for having those in your classes. First meeting on Kendall Lawn.

This summer a national week of action started being planned over Open AI. So we're going to target that company. GSEC is also planning a week in November.

Nathan: So since the end of spring we've been working with coaches to intervene on their behalf over the new Athletic Director, who is still growing in his role. So we are trying to do with the coaches what we did for counselors; hopefully this will be easier and can be done sooner. One thing that is coming up is dealing with student feedback complaints and how those are being used. We have reached out to coaches about what is the most adequate response to improve their working conditions and procedures. Coaches are a part of our unit, probably the hardest to organize. A couple of the coaches are not part of the unit in the system (head coaches of DI sports like San Diego State and San Jose State basketball and football). In general, current contract language is vague regarding coaches since they aren't at the bargaining table, which means continued vague contract language in the future.

Lindsay: Has it ever been discussed getting them longer than 1-year contracts when they've been here for awhile?

Ade: We would love to go for that but we're struggling with coaches who have no time to get involved. That is a longer-term organizing goal.

Nathan: We have more than 20 coaches now.

Nathan: Action today is to sign pledge card and get them turned in. Also, if you don't know who your Department Rep is, we need to know that; if you don't have one, you need to advocate for it. We also recommend that if you don't have a standing agenda item for union updates for department meetings, you should advocate for it, so that information can be shared out to colleagues and their concerns can be conveyed to the executive board (eboard).

Lindsay: Does anyone have questions or thoughts that they don't know about the union if you're new here?

Hannah: Who maintains the DeptRep list?

Juan: Our old field rep Robin Rahil used to keep that list, but when she left, the permissions attached to that file went with her, so we're building a new data set. Also, we're building out our CAT team and if someone is going to do that, they are probably willing to be a Dept Rep member, too.

Susan: Thanks to Charley and Tim for being CFA reps on the North State Labor Council. So if you want to know more about that let us know. The meetings happen on the last Wednesdays of the month right behind Home Depot or on Zoom at 5pm. Labor Day Picnic is coming up, everyone is invited, noon to 2pm at Elks Lodge on Monday, Sept. 7. There will be a taco truck for free. It is good to hear what other unions are doing. Justin Meyers sends out the emails.

Ade: We have pledge cards on tables, if you haven't signed it, please do. We have a virtual one too that you can spread around.

Nathan: We have been trying to get more comfortable with conversations about bargaining. So maybe have a conversation as practice about the article you're most interested in. The more you talk about it the easier it becomes. Part of this came from the feast-or-famine experience during phone banking; some people were really aware of where we are and others were completely unaware and disengaged. So we want to open the floor about the proposals you think will get people jazzed and also have conversations about what proposals actually mean, how to frame them correctly, etc.

Lindsay: I've had a lot of traction with COLA +2. In the past even with raises our purchasing power has not always kept up. This summer a lot of presidents got a 10 percent raise; so of course what the hell. That I have found has hit people. It's such a reasonable ask.

Juan: I got some traction in hall walking yesterday talking to tenure track faculty about workload and tenure track not teaching more than 3 courses; we are asking for faculty to be compensated also for the research that they do, 3 units of it. In a STEM Department it is based on student researchers in your lab, but the Dean unilaterally capped that; so people were upset about that.

Nathan: Also Eran and I had conversations about sabbatical with faculty recently; management wants to give presidents the right to claim a budgetary crisis to reduce the number of them; and this impacts lecturers too because the more tenure-track faculty sabbatical opportunities, the more classes are open for lecturers.

Tim: I found it successful to say that as a union we asked what would be the ideal university?, and it is time for California to take it seriously in the same way they do the UCs. That sort of general of, instead of messing around, is this a university or not?, that kind of talk.

Jason Nice: The counselor issue and the repeated messaging about that got me concerned at the end of the last strike.

Lindsay: Just because things are good in your department and job, doesn't mean that's the case for everyone. Everyone on every campus should not feel threatened by their administrators. So think outside of yourself, and help people see the bigger picture.

Nathan: Some things for counselors have been improved, but there's still a lot that can be better defined; most of the campuses are still out of line with the inspirational ratios.

Jesse: There are things moving in some regard on that front.

Nathan: I think it was easier to conceptualize before with a limited reopener (last time out with four articles being bargained); but now that the whole contract is up it is harder to disaggregate and come up with pointed messages.

Lindsay: I think finding one or two things you can talk passionately about that eventually we will get them covered.

Eran: What I both think is the most important and have so found is the 10% component; people understand it on a gut level, people understand how messed up it is, and we can try to start reshaping the university in a way that are beneficial for the people of California at large; we are being more innovative about how we can use the contract to fundamentally reshape things. The 10% clause is the idea that any faculty should make at least 10% of what the Chancellor is making so that it is clear that if she ever gets a raise, so does the lowest ranked member of the faculty -- so try to work against the corporate ideology of how we're all supposed to be a part of a gig economy. That's messed up.

Nathan: Brilliant to attach it to the obscene number of the Chancellor's pay. Who is going to disagree that every faculty is not worth at least 10% of that?

Eran: Also, regular raises, COLA raises. That's a good one because we are one of the few state workers who don't have that built in and that is nonsense, silly.

Hannah: Wondering if you're all talking to your students about the possibility of a strike and what that might look like.

Robin: Answered questions about the connection between faculty working conditions and students learning conditions, and how the union is the only real org inside the CSU trying to battle back against the privatization of the university.

Dana: Talked about it a lot, and it makes sense because they are the largest possible constituency that we can mobilize.

Nathan: We are trying to stay in contact with UAW grad students about messaging for grad students and TAs about possible work disruption.

Lindsay: Remind everybody that department chairs are faculty, so you should push on chairs to use that position to make students aware.