

From the California Faculty Association

CFA HEADLINES

October 17, 2018 · Weekly news digest from CFA

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Campus CFA Faculty meetings show what it takes to build union power

The energy is good at CFA Faculty meetings taking place on CSU campuses around the state.

[See when the CFA meeting happens on your campus.](#)



CFA Associate Vice President Rafael Gómez said of the meeting on Monday at his own Monterey Bay campus that, “It was very gratifying to see that our chapter is a place where colleagues come to look for kindred spirits who will work to find answers and support about the many professional challenges we face every day.”

At meetings to date at Sacramento, Fresno, San Bernardino, Channel Islands, and Stanislaus in addition to Monterey Bay, faculty leaders who have bargained past contracts spoke with faculty about how the union works for good contracts, increased CSU funding, and fairness for faculty, as well as policies that help our students succeed.

“In these meetings, members are talking about how CFA has built power in the past and what we need to do to continue fighting for the necessary funding in the 2019-20 state budget while we also advocate for the proper spending of the money we already secured this year and we build towards bargaining our next contract,” explains CFA President Jennifer Eagan.

Gómez points out, though, that it’s not only about contracts and budgets. He says the meeting “was a dialogue about the story of us as an organization. I became aware that we have accomplished so much because we pay attention to building and maintaining relationships with colleagues, students, and allies and because we are part of a larger labor movement.”

[Click here](#) to find your campus CFA Faculty meeting.

PHOTO: The Monterey Bay CFA Chapter’s welcome table was ready just before faculty began to arrive for their faculty meeting on Monday.

Join our colleagues to elect candidates who ‘get’ the importance of the CSU

Voting is already underway as vote-by-mail ballots are in voters hands and [early voting locations](#) are now up and running in most counties.

CFA urges colleagues who have ballots in hand to post them right away, or drop them in [boxes at special drop off locations](#) in your county.

[Click here to see CFA’s endorsements](#) of candidates for state government and on certain ballot measures.



ELECTION WORK – registering voters and campaigning for pro-higher education candidates — is all the more urgent as we approach more deadlines:

- **This Monday, October 22**, is the California deadline [to register to vote](#).
- **Tuesday, October 30** is the last day [your request](#) to vote by mail must arrive at the [Secretary of State](#) office.
- **Tuesday, November 6**, just 20 days from today, is Election Day itself.

[Click here to send word](#) that you would like to take action along with other colleagues to campaign for candidates who understand the need to fund and support the CSU.

PHOTO: CFA members joined a crowd of union supporters campaigning for [Bob Archuleta for State Senate](#) in the district just east of the City of Los Angeles in L.A. County.

CFA joins family of murdered CSU student in calling for Attorney General investigation

Last week, CFA joined the family of murdered CSU student David Josiah Lawson in calling on California State Attorney General Xavier Becerra to step into the criminal investigation.

October 15 marks 18 months since Lawson was stabbed to death at a party near the Humboldt State campus where he was a second-year student in Criminology and Justice Studies.



Meantime, to bring wider attention to the murder and to conditions facing faculty, staff and students of color—Lawson was African American—in predominately white Arcata where

HSU is located, [Students for Quality Education](#) is tabling, rallying, displaying banners, and screening [Unsolved Hate](#), a student-made documentary about Lawson's death, at CSU campuses around the state.

[Click here](#) to learn what's scheduled on Thursday and Friday at these CSU campuses: Bakersfield, Chico, Dominguez Hills, East Bay, Fullerton, Humboldt, Long Beach, Sacramento, SLO, San Marcos, and Sonoma.

- Read [a flyer with facts](#) about the case
- Hear a [CFA podcast interviewing Lawson's mother](#),
- [Listen to a KQED-FM-NPR report](#) about the murder, student action, and the to-date failed investigation. (Report begins at time 6:32)

PHOTO: Art by Erica Díaz, who is a student at San José State and is active in Students for Quality Education.

Faculty Rights Tip: What to do when you want to report discrimination, harassment, or retaliation

[Article 16](#) of the Collective Bargaining Agreement, the “Non-Discrimination” article, “prohibits discrimination against faculty unit employees on the basis of race, color, religion, ancestry, national origin, sex, sexual orientation, gender identity, gender expression, genetic information, marital status, pregnancy, age, disability, medical condition, or veteran status.”

Additionally, the CSU's [Executive Order 1096](#)—“Systemwide Policy Prohibiting Discrimination, Harassment, Retaliation, Sexual Misconduct, Dating and Domestic Violence, and Stalking against Employees and Third Parties and Systemwide Procedure for Addressing Such Complaints by Employees and Third Parties”—further protects faculty from acts and conduct that violate civil rights guaranteed by various laws.

Unlike other CSU employees, employees represented by the CFA/CSU Collective Bargaining Agreement **do not** use the complaint process set out in Executive Order 1096 when they wish to make complaints. Instead, they may file grievances and/or complain to California's [Department of Fair Housing and Discrimination](#)(DFEH) and/or the [Equal Employment Opportunity Commission](#) (EEOC).

If you or someone you know wishes to file a grievance about discrimination and related violations of the Collective Bargaining Agreement, policies, and laws, [contact CFA](#) for advice and assistance. [Click here to find faculty rights advocates](#) on your campus.

We always recommend that faculty file complaints with DFEH if they are facing discrimination, harassment, and/or retaliation. DFEH is uniquely equipped to investigate and advocate for California workers, has a broader fields of protection than the federal agency, and will cross file with the EEOC when appropriate.



Finally, remember that CFA is embarking on an anti-racism and social justice transformation this year. To that end, we will be holding meetings to talk to faculty and will continue to offer trainings and workshops on Unconscious Bias. [Contact your CFA chapter leaders](#) to learn more.

See [previous Faculty Rights Tips](#) on a range of topics in our contract.

If you have questions about a Faculty Rights Tip [please write us](#) with the subject line “Faculty Rights Tip.”

In Other News

DEADLINE TO REGISTER TO VOTE THIS MONDAY, OCT 22: If you are already registered to vote, help someone else to register. It can be done [online](#) via the California Secretary of State’s web site. Or, you can register by text using an interface created by the Teamsters Union—text the word “Register” to 86466



CFA CAMPAIGNS FOR TONY THURMOND FOR SUPERINTENDENT OF PUBLIC INSTRUCTION: CFA leaders including CFA Associate VP-Lecturers South Leslie Bryan, seen in photo fist-bumping with [Thurmond](#), are out campaigning for the pro-public higher education candidate in Southern California. Thurmond is running against a charter school advocate to ensure all students, regardless of their circumstances, get access to a good public school education. Since whoever wins gets a seat on the CSU’s Board of Trustees, as well as the UC Board of Regents, this is a notable race for public higher education in California.

Links of the Week

A Non-Tenure-Track Profession?

[Inside Higher Ed](#)

About three-quarters of all faculty positions are off the tenure track, according to new AAUP analysis. While many now work on multiyear contracts, their academic freedom remains of concern.

Why Public Service Loan Forgiveness Is So Unforgiving

[Capital Public Radio](#)

This is the story of Seth Frotman, the mangling of the program known as Public Service Loan Forgiveness, and what it says about America’s student loan industry.

CSU Bakersfield student shares her story while celebrating Pride Week

[ABC 23-TV](#)

SDSU applicants brace for stiff admissions competition

[Daily Aztec](#)

This would mark the fifth consecutive year the university has seen an increase in the number of undergraduate applications. Last year was the first time the number of applicants exceeded 90,000.

Mental health is no joke for CSUEB college students

[The Pioneer](#)

Students are not being given the tools they need in order to succeed at CSU East Bay.

It’s now easier for Cal State Long Beach students who have kids to study on campus

[Long Beach Press Telegram](#)

CSU implements changes to GE humanities requirements

[Daily Aztec](#)

CSU-wide changes to general education requirements

California adults need help to finish college

[EdSource](#)

Millions of Californians who began their college education but never finished deserve special support and policy changes to help get them across the finish line later in life, a new report urges.

New warnings about California students juggling college and jobs

[EdSource](#)

[Students'] job schedules are receiving more scrutiny from educators who are increasingly worried that working more than 15 or 20 hours a week can harm students' grades and academic progress. That is an important issue in California where the state's public universities are trying to push more students to finish their bachelor's degrees in four years rather than five or six.

A Course Experiment Tackles Textbook Costs

[Inside Higher Ed](#)

Students in California drafted a bill to urge publishers to reveal how their textbooks changed between editions. The students convinced lawmakers to adopt the legislation. But will publishers comply?

A future in flux: what next for the California Department of Education?

[EdSource](#)

The next state superintendent of public instruction will face a big challenge: making the case for a bigger role for the California Department of Education.

How are charter schools influencing LAUSD labor negotiations?

[Los Angeles Daily News](#)

If teachers go on strike this school year, it would be the first amid a backdrop of a growing charter school movement ... Los Angeles is now home to the largest number of charter schools in the nation. Charter schools are typically non-union. ...At the bargaining table, there are a number of proposals regarding charter schools that the union has put forth.

UC librarians reject contract extension, propose higher salaries

[Daily Californian](#)

Currently, librarians employed by the CSU system and California community colleges are paid higher salaries than UC librarians.

Oversight Agenda of a Democratic House

[Inside Higher Ed](#)

A potential Democratic House takeover would likely entail far more congressional scrutiny of the Education Department's agenda under Betsy DeVos.

See more at [CFA in the News](#)

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