

From the California Faculty Association

CFA HEADLINES

October 31, 2018 · Weekly news digest from CFA

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Pay raise starts tomorrow; in checks December 1

Effective November 1, 2018, all CSU faculty will get a 3.5% bump in pay—what is known as a General Salary Increase (GSI). The new dollars will appear in December 1 paychecks, since we are paid each month after we have done the work.

Where do pay raises come from?

Pay raises are spelled out in [the collective bargaining agreement](#) (CBA) hammered out between CFA's Bargaining Team and the CSU Chancellor's labor relations representatives.

"There is nothing 'magic' about pay raises in the CSU and we do not get them because of the simple good will of the Chancellor," explains CFA President Jennifer Eagan. "Our raises are always the result of tough negotiations that depend on the faculty as a whole insisting on fair salaries for our teaching and other work."



This November 1 GSI follows on raises won from the "Fight for Five" in 2015 and 2016. At that time, after years of tiny or no raises punctuated by a furlough year, CSU faculty were just days away from a CSU system-wide strike. The Chancellor realized the faculty were united in our resolve to win fair pay. The settlement included GSIs totaling 10.5%. A subsequent contract extension was negotiated and that added GSIs including the 3.5% now and 2.5% next July 1.

"CSU faculty need to support ourselves and our families while we serve our students in classrooms, libraries, counseling centers, and athletic fields," Eagan says. "There are times when we have to take a stand."

CFA Vice President Charles Toombs says, "Our student body is far more diverse than it was 20 years ago. Our teaching work today is as important now as it was when our students were mostly white. The truth is that it takes strong determination on our part to be fairly paid for what we do. It's not automatic."

Toombs adds, “It’s important for colleagues, especially those who are new to the CSU, to know that it takes work to get these raises. Success means a willingness to take action together and to organize ourselves to win.”

Learn about the Contract: Throughout October, campus CFA Chapters held [faculty meetings](#) so we could learn about our contract and CFA’s history of asserting faculty power for fairness. Those meetings wrap up this week but you can [learn about our contract](#) and much more on [CFA’s web site](#) or by [contacting your campus CFA Chapter](#).

Join CFA: CFA members get frequent updates and information that is in addition to what is sent to all faculty in this [CFA Headlines](#). And being a CFA member makes clear that you stand for fairness for faculty while we deliver quality education for our students. If you are not already a CFA member, [learn more](#) and [Join CFA Today](#).

Voter turnout will be decisive in electing pro-CSU candidates on Nov 6

If you want to have an impact on the future of the CSU, your most important step this week is to vote for pro-CSU candidates. The next is to [help our union CFA to convince others to vote](#), too.

You can help by meeting up with colleagues to make reminder calls, send texts, or even go door-to-door reminding voters about Election Day.

- Find [early voting locations](#) in your county or your [Nov. Election Day polling place](#)
- Put your Vote-by-Mail ballot in a [box at special drop off locations](#) near you.
- If someone you know did not get a requested mail ballot, vote at your local poll on Nov 6
- [See CFA’s endorsements](#) of candidates and ballot measures

The Greatest Challenge—Getting Potential Voters to Vote.

The direction of the U.S.—our system of public higher education included—will be affected deeply by the results of the Nov. 6 election. And, above all else, those results will be determined by who decides to vote, and who does not.

The almost 103 million potential voters who did not vote in 2016 are [a larger “non-voting bloc”](#) than the 63 million people who voted Trump or the 66 million who voted Clinton.

“Faculty are doing our part through our union by reminding our colleagues to vote and helping campaigns of candidates who support the People’s University,” says Lillian Taiz, chair of CFA’s Political Action and Legislation Committee. “Those candidates include [Tony Thurmond](#) who is in a tight race to be Superintendent of Public Instruction—the person who heads California’s Dept. of Education.”

“[Join with us](#) this week,” Taiz says, “to play your part in the future of California.”



Connect with opportunities to help by [clicking here](#) now.

A Scary Halloween Election Message: AdWeek [calls it “comically savage.”](#) It’s a [video](#) that explains there are plenty of alternatives to voting—Tweets, Facebook posts, even “little marches.” But at the moment that matters, the voters in this video are laughing at you, because they apply their power on Election Day while, they say, “Young people, you won’t vote. You never do. But we do.” Is their time up? It’s up to all of us.

PHOTO: Cal State LA faculty and CFA member Mike Eng is running for State Senate and our colleagues from the LA, Fullerton and Pomona campuses have his back by helping his campaign. Left to right: JaeMin Jung (Pomona), Kyungh Jung (Pomona), Molly Talcott (LA), Jere Teepen, Dana Collins (Fullerton), Mike Eng (LA), Rene Grau (LA student), Weiqing Xie (Pomona), John Donovan (LA), and Jackie Teepen (CFA Field Rep).

Tony Thurmond for Superintendent of Public Instruction

In a race that pits a charter school exec against a social worker to lead California’s Dept. of Education as Superintendent of Public Instruction, it is big money versus educators.

That is the assessment by [Associated Press](#) and the [Washington Post](#) of “a race that will test whether billionaires can buy California’s public schools and higher education systems,” says Cecil Canton, CFA Associate VP-Affirmative Action North.



Tony Thurmond, who CFA and CTA endorsed for the post, was elected to the California State Assembly in 2014. He has been a teacher, social worker, city councilman and school board member. His opponent is a former banker who led a network of charter schools in Los Angeles, after which, he started a nonprofit using money from wealthy donors.

When Thurmond addressed the CFA Assembly earlier this month, he said, “I’m proud to say [my opponent] is endorsed by billionaires. I’m endorsed by educators. Teachers believed in me and helped me succeed. Public education literally saved my life.”

Following on that, he said, “I have met them, some billionaires, and they said ‘Tony you should focus on the kids who show potential.’ I reject that notion. All kids show promise and potential.”

Thurmond reiterated some of the ideas in [his plan for education](#) in California, including grants for foster children to go to college, dual language education, keeping profiteers out of public education, and closing tax loopholes in corporate property taxation to add \$11 billion to school funding.

[Click here](#) to help CFA campaign for Thurmond in this last week of the Nov. 6 election.

PHOTO: CFA members stood with Tony Thurmond after his talk to the CFA 88th Assembly on October 21. Left to right: Ajit Abraham (Monterey Bay), George Station (Monterey Bay), Chris Cox (San José), Jennifer Eagan (East Bay), Charles Toombs (San Diego), Tony Thurmond, Chris Brown (Fullerton), Laurie Walkington (San Marcos), Melina Abdullah (Los Angeles), Sharon Elise (San Marcos), Molly Talcott (Los Angeles), and Audrena Redmond (CFA Staff).

Faculty Rights Tip: Two kinds of grievances

The collective bargaining agreement provides two methods for the filing and processing of a grievance. They are referred to as the contract grievance track and the statutory grievance track.

The statutory track provides for a Faculty Hearing Committee to review the grievance and may, as a practical matter, involve claims which range far beyond direct contract violations.

The contract grievance track does not use a Faculty Hearing Committee and, as a practical matter, tends to focus on violations of the collective bargaining agreement.

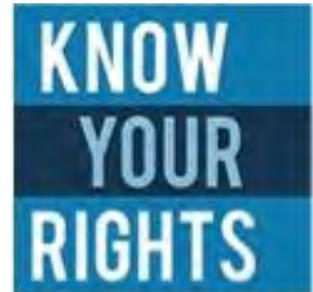
There are other important differences between the two grievance tracks.

To learn more about the differences, as well as about grievance filing procedures [click here to find CFA faculty rights advocates](#) on your campus.

If you have questions about a Faculty Rights Tip or would like to suggest a tip, please [write us with the subject line "Faculty Rights Tip"](#)

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

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



In Other News

CFA LEADER INDUCTED INTO HALL OF FAME: CFA Assembly Delegate Isidro Ortíz was honored by his alma mater last week when he was inducted into Stanford University's Multicultural Alumni Hall of Fame. The honor, begun in 1995, recognizes exceptional success in education and contributions to community and society. Ortíz, who is a professor in the Dept. of Chicana and Chicano Studies at San Diego State, was the top nominee this year for his teaching, research and mentoring of students.



LONG BEACH CFA CHAPTER SUPPORTS MEASURE WW TO PROTECT HOTEL HOUSEKEEPERS: [Measure WW](#) on the Long Beach City ballot would protect hotel workers from sexual harassment, abuse and assault by requiring panic buttons, timely notification when registered sex-offenders stay at the hotels where they work, and other workplace protections.

Gary Hytrek, the Long Beach CFA Chapter's Political Action Chair, says "Measure WW empowers working women and puts Long Beach on the right side of history. The people of Long Beach must stand up for justice; physical and sexual abuse have *no* place in our city."

CSU Long Beach student Ruby Pacheco, whose own mother was disabled doing manual work, learned about Measure WW through a class assignment. "Now that I know what measure WW would do for working women, I just have to support it," Pacheco says. "Everyday I canvass I'm doing it for women like my mother and their children."

[Learn more](#) about the bill, [read about](#) the Long Beach CFA Chapter's endorsement of WW, and [click here](#) to connect with opportunities to canvass for it.

Links of the Week

California Faculty Association Women Seeking Equity in The Academy

[KHSU-FM Public Radio Magazine](#)

CFA representatives Audrena Redmond and Sharon Elise visited Humboldt State University for two causes—meeting with their constituents ahead of the upcoming negotiations of their collective bargaining agreement; and supporting the Justice for Josiah movement.

L.A. Immigration Activist Files Suit Claiming DACA Application Was Rejected as Political Retaliation

[KTLA Channel 5 Los Angeles](#) | [Los Angeles Times](#)

Claudia Rueda, a 23-year-old Cal State L.A. student, filed a federal lawsuit alleging the government violated its own policies in rejecting her application under the Deferred Action for Childhood Arrivals (DACA) program last October. "The only discernible difference between Ms. Rueda and the hundreds of thousands of others who have been approved for DACA status is her political speech and activism against Defendants' immigration practices," the lawsuit said.

White nationalist posters found at Cal State San Marcos, removed by campus police

[San Diego Union Tribune](#)

Transgender CSU students still protected despite possible Title IX changes

[StateHornet.com](#) (Sacramento State)

Deputy Title IX coordinator at Sac State Alison Morgan Nygard said, "Under CSU policy and California law, gender identity and gender expression are considered protected categories."

Donations reach \$50 million in race for California state superintendent of schools

[EdSource](#) | [San Francisco Chronicle](#)

Heading down the stretch in a record \$50 million campaign for state superintendent of public instruction, Marshall Tuck has a more than 2-to-1 money advantage over his opponent, Assemblyman Tony Thurmond, in combined direct contributions and funding by independent groups supporting the candidates.

California hasn't mattered in national politics for a long time. Here's why this Nov. 6 is different

[Los Angeles Times](#)

Gavin Newsom, the Next Head of the California Resistance

[The New Yorker](#)

Grad Students' 'Fight for \$15'

[Inside Higher Ed](#)

Graduate student assistants at campuses across the U.S. are pushing for \$15 per hour, what they call a minimum living wage. Many labor for far less.

Conflicted Views of Technology: A Survey of Faculty Attitudes

[Inside Higher Ed](#)

More professors are teaching online and believe technology can help students. But they question the effectiveness of digital methods and the motives behind their use.

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

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