

From the California Faculty Association

CFA HEADLINES

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Calls for racial justice ripple through community, CSU

A CFA-sponsored bill that seeks to limit the circumstances in which police can use deadly force is gaining momentum following a decision by the Sacramento County District Attorney to not file charges against officers in the murder of 22-year-old Stephon Clark.

The [announcement this weekend](#) that the police officers who shot Stephon Clark, an unarmed Black man, multiple times, killing him in his grandmother's backyard, will not face criminal charges has sparked outrage throughout the community. One protest shut down a local mall the day of the announcement, and on Monday night, a protest in an affluent neighborhood of Sacramento resulted in the arrest of 84 people, including several journalists covering the story.

Many have now joined CFA in our call for support of [AB 392](#), a bill by Assemblymembers Shirley Weber and Kevin McCarty, which would update police use of force protocols to ensure officers avoid the use of deadly force at every possible opportunity. The Sacramento Bee published an [editorial](#) on Tuesday calling for passage of our bill.

"Today, we mourn for Stephon Clark. We mourn for his death at age 22, and we mourn the injustice of a legal system that allowed his life to be taken with no consequences for those who killed him. It's too late to save Stephon. Nothing we do or say can bring him back. But though his life was cut short, his legacy can live on forever in the countless lives that will be saved if AB 392 becomes the law of the land. Let's get to work," the [editorial](#) states.

At Sacramento State, a town hall gathering on Monday was repurposed to focus on a spoken word, dance and music presentation aimed at promoting inclusion and healing following the DA's announcement. President Robert S. Nelsen also encouraged people to attend more events on campus aimed at healing. As he was speaking, Students for Quality Education (SQE) unfurled a banner reading "Do no harm, disarm," highlighting concerns about safety and security for students of color on campus.

Unfortunately, instances of racism do continue to happen on our campuses.

Last fall, a Black Sacramento State professor had the campus police called on him by a colleague after a disagreement. In late February, a Black student at CSU San Marcos was forcibly taken from campus in handcuffs by campus police and sheriffs under the guise of a "welfare check." The incident sparked a [student protest](#) during a state-of-the-city address being held on campus.

And last week, Stanislaus campus police caught an unidentified person (not a student) putting up [racist posters by a white nationalist group](#).

“We must continue to insist on an understanding of these events not as the isolated acts of a few bigoted individuals, but as links in the chain of systemic racism that grips us all,” said Sharon Elise, CFA’s Associate VP of Affirmative Action South and a Sociology Professor at CSU San Marcos. “It lives in our institutional practice and campus cultures. As long as our students and faculty of color face systemic racism as part of their everyday campus experience we must continue to work for change—these are members of our community and by our concern for their well-being, we make clear our regard for them.”

We are dedicated to our commitment as an anti-racist and social justice union, and want to continue to help protect our campuses from hate speech, hate crimes, and racist actions. If you see or witness something on your campus that causes concern, please tell us. [Click here](#) to learn more and fill out our [online form](#).

Oakland teachers reach agreement, ratify new contract



After a seven-day strike that demonstrated the power of teachers, students, and the community, the Oakland Education Association reached agreement and ratified a new contract.

The agreement provides [major gains in every key area](#), and “lays a solid foundation for the challenging fight ahead to ensure that all Oakland kids have access to fully-funded, well-resourced public schools in their neighborhood with great educators and support staff that can afford to stick around,” the OEA website states.

CFA activists from all over Northern California joined with Oakland teachers on picket lines at schools in a show of solidarity during their strike. OEA reports that only three percent of Oakland Unified School District’s 37,000 students attended school during the strike.

The strong support for striking teachers sent a strong message to the district—corporate billionaires won’t determine the educational rights of children and working families.

“We are so proud of our K-12 Oakland colleagues – this is a win not just for the faculty but truly for their students and community too,” said Jennifer Eagan, CFA President and a Cal State East Bay Professor. “This strike demonstrated the power working families have when we work together.”

Tune in: New ‘Radio Free CSU’ podcast available

A new episode of our podcast ‘Radio Free CSU’ is now available and highlights the values, policies and practices CFA has embraced as part of our anti-racism and social justice transformation and how that work is making a lasting impact on our campuses.



The 30-minute podcast, featuring CFA San Marcos Chapter President Darel Engen and host Audrena Redmond, walks listeners through how CFA has infused our anti-racism and social justice work into our mission and bylaws, our research work, and even in how we run meetings.

Understanding how race is used to divide working people is important, and having that deeper understanding also makes an impact in the classroom, Engen said.

“In the classroom, you talk about some of the issues, you can have some really intense discussions and people can sometimes say offensive things,” Engen said. “So we as faculty, we need to know how to deal with that. We need to know how to make those conversations constructive and so what CFA is doing is geared, in part, towards that very thing. And hopefully our students get something out of it and they take it with them into their careers, to their families, to their communities. You get this sort of ripple effect.”

Click here to listen to the [full episode](#) on our website. To listen via iTunes, [click here](#).

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...

GOING, GOING, GONE: A statue of 25th President William McKinley that once overlooked Arcata Plaza, about a mile from Humboldt State, has been removed.

The statue, debated for decades as glorification of imperialism, genocide, and white supremacy, was removed before dawn last Thursday. The statue will be sent to Canton, Ohio, home of the William McKinley National Monument.

[Click here](#) to read more about the statue removal from the Times-Standard.

RETIREMENT SECURITY: The California Supreme Court upheld the foundation of retirement security for public works this week in its decision regarding “air-time” credits, the first in a series of pension disputes the court has agreed to review.

“The narrowly-crafted Court decision affirmed that the decision regarding “air-time” does not touch the core components of retirement security. Retirement formulas and years of service — the essential benefits already earned by workers — cannot be retracted under the ‘California Rule,’” Yvonne Walker, SEIU California board member and President of SEIU 1000 said in a [statement](#).

“Today’s decision means keeping the promise of retirement security for SEIU public employees, and is welcome news to all those who work hard over their lifetimes keeping our air, water and food safe, educating our children, and supporting communities’ health and well-being.”

CFA has worked for years alongside SEIU to improve retirement security for public workers. [Click here](#) to learn more.

Links of the Week

On Monday night police launched attack on our 1st Amendment. Here’s how you can respond.

[Sacramento Bee](#)

Shoving journalists to the ground. Detaining members of the clergy and the press – hands cuffed behind their backs – without cause. Arresting citizens for exercising their right to peaceful protest.

We expect such things in authoritarian countries, but not here in our hometown. Not in Sacramento.

Trump Vows Executive Order on Campus Free Speech

[Inside Higher Education](#)

President Trump vowed Saturday to “soon” issue an executive order that would deny federal research funds to colleges and universities that do not support free speech.

California Supreme Court curbs a pension benefit but preserves ‘California Rule’

[LA Times](#)

The California Supreme Court made it clear Monday that state and local governments may reduce pension costs by repealing certain benefits without running afoul of constitutional protections for public pensions.

In a unanimous decision written by Chief Justice Tani-Cantil Sakauye, the court upheld California's 2012 repeal of the "air time" benefit that allowed state workers to buy credits toward retirement service.

Purdue global nixes student arbitration agreement

[Inside Higher Education](#)

The Purdue University Global confirmed Tuesday that it had eliminated forced arbitration agreements for students. Purdue's controversial plan to ban class-action lawsuits and push arbitration, even in fraud cases brought by students, came to light in August...

Indiana chapters of the American Association of University Professors, which advocated against forced arbitration, claimed victory in a statement this week.

Autonomous shuttles make debut at California State University

[GovTech](#)

The first self-driving shuttle may have just launched in California's capital city as a three-month pilot, but it's likely here to stay.

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