

# Strength in Membership

Faculty have built our union — the California Faculty Association — into an advocate for transformative change that uplifts our most vulnerable faculty members and addresses long-standing racial, gender, and structural inequities.

In 1983 CSU faculty formed CFA and gained the power to bargain for fair contracts and protect our rights. Since then faculty have made historic gains:

- Better salaries
- Protections against cultural taxation
- Raising the floor for our lowest-paid faculty
- Quality health insurance
- Better working conditions

## What does it mean to be a CFA member?

- Strength comes in numbers. Every CFA member strengthens our union, enabling us to bargain and mobilize for the best possible contract. With our union, we have the power to shape working conditions and address faculty concerns.
- Anti-racism and social justice are central to CFA's work and values. CFA members promote racial and social justice in our union and in our university, thereby challenging systems of racial oppression and social inequity.
- Unity helps us protect our gains. Together, tenure-track faculty, lecturers, counselors, librarians, and coaches work to protect faculty rights, safe workplaces, student learning, fair pay, access to health insurance and pensions, job security, and racial and social justice.
- Participation is at the core. Members shape our union through involvement in our campus CFA chapters, councils, caucuses, and committees. Members vote in elections for chapter leaders and delegates to Assemblies where policy is set. Members also vote on ratification of contracts.

## CFA Wins at the Bargaining Table:

In February 2024, after eight months of reopener bargaining and numerous job actions, including two sets of strikes, 76% of voting CFA members approved our Tentative Agreement (TA). CFA members and CSU management came to an agreement on: Article 20 (Workload), Article 23 (Leaves of Absence with Pay), Article 31 (Salary), Article 32 (Benefits), and Article 37 (Health and Safety).

Our contract offers solutions to desperately needed equity transformation for CSU students, faculty, and staff, including raising the base salary for our lowest-paid, struggling faculty, manageable workloads that allow for more student engagement, a commitment to more mental health services for students, limits to police power, and more humane and adequate parental leave. Our contract immensely improves working conditions for faculty and strengthens learning conditions for students.

Our contract wins give us the momentum we need as we prepare for full contract bargaining. The entire contract expires in June 2025, and we can begin bargaining on all contract articles in late Fall 2025.

**Learn more about our historic gains at [calfac.org](https://calfac.org) and sign your membership card today!**

## LEARN MORE

CFA members also 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!**

