



WELCOME TO OUR FACULTY UNION

The California Faculty Association is the collective bargaining representative for all faculty in the California State University. We represent more than 29,000 tenured, tenure-track, and lecturer faculty, counselors, librarians, and coaches at all 23 campuses.

Your membership strengthens us all. Join today at [calfac.org/join-CFA!](https://calfac.org/join-CFA)



WORKING TOGETHER FOR FACULTY

CFA members negotiate with CSU administration for the contract that covers our work. We also promote academic freedom and anti-racism and social justice efforts, uphold faculty rights, defend financial protections for faculty, and promote faculty participation in CFA and CSU governance.



ADVOCATING FOR OUR STUDENTS

As CSU faculty, we prepare future generations for careers in an array of fields, from education to engineering. CFA members advocate for students and for policies and practices that improve affordability and accessibility. Student learning conditions are faculty working conditions.



IMPROVING OUR UNIVERSITY

As a union, CFA members advocate for fairness on behalf of all faculty earning our living as educators. We invite you to join with us to protect and improve one of the greatest university systems in the world. Join CFA today! It takes just a minute to sign up: calfac.org/join-CFA.



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.

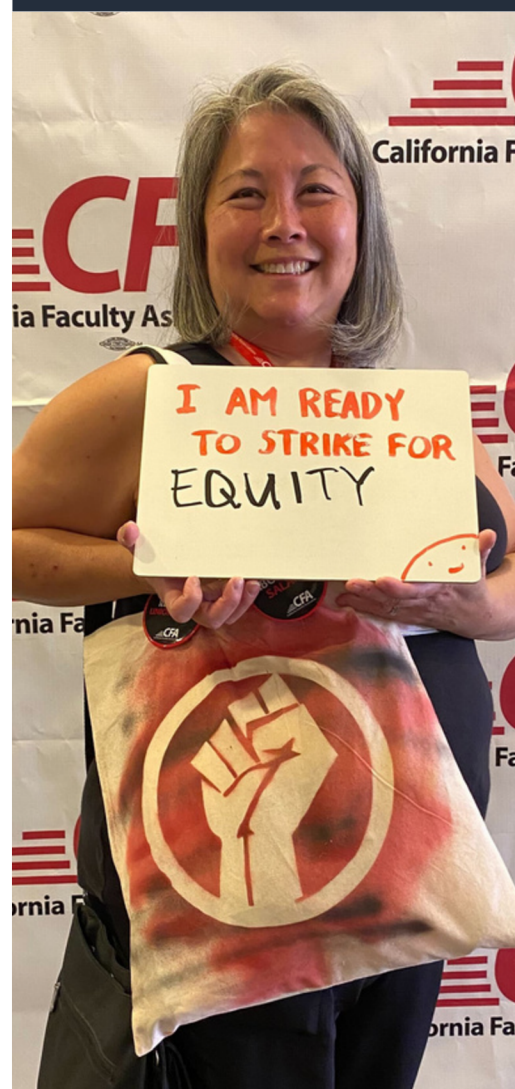
Our contract wins give us the momentum we need as we prepare for full contract bargaining. The entire contract expires in June 2025, and we can begin bargaining on all contract articles in late Fall 2025.

Learn more about our historic gains at calfac.org 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!**





**CFA President
Charles Toombs**

Dear Colleague,



On behalf of the more than 29,000 faculty members represented by the California Faculty Association, it is my pleasure to welcome you to the California State University, the largest four-year public university system in the nation.

We are fortunate to have collective bargaining rights guaranteed by law. For nearly 40 years, CFA has served as the faculty's elected representative for employment matters with the CSU administration. CFA is a state and national leader and advocate in the higher education labor movement and its members and leaders serve on many boards and are active in many higher education academic associations.

CFA Bargaining Unit 3 includes tenured and tenure-track faculty (including department chairs and directors), lecturer faculty, counselor faculty, librarian faculty, and coach faculty at the 23 CSU campuses.

Join your colleagues and [become a member](#) of CFA.

Winning For Faculty

Our diligent work over the last academic year to protect, expand, and enforce faculty rights guaranteed under our Collective Bargaining Agreement (CBA) is a powerful example of how CFA work is centered on assisting and supporting faculty in your careers in the CSU, including improving our working conditions.

Our most recent reopener bargaining gains were ratified in Spring 2024 after one-day strikes on four campuses in December 2023 and one-day of a planned weeklong strike in January 2024. That hard-fought agreement offers a vision for the CSU rooted in our anti-racism and social justice principles, including safety on campus, adequate and humane paid parental leave, gender inclusive restrooms, and wages that respect the work faculty perform to make the CSU a premier site of student success and faculty achievement. Our bargaining wins raised the salary floor for the most precarious and vulnerable faculty, among other gains.

With CFA, faculty have a powerful voice to shape working conditions through bargaining and mobilizing for a strong contract. Bargaining for a new contract will begin in Spring 2025. Please look for a bargaining survey this fall where you can offer your input on ideas for the next contract.

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President's Message

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CFA members always advocate for a system-wide budget to support the best learning conditions for students, Title IX enforcement, dismantling systemic inequity and oppression at every level of campus life, and combatting anti-Blackness in the CSU system. Protecting our Academic Freedom rights, producing a series of Equity Papers addressing various areas of inequity and challenge for students and faculty in the CSU, and demanding that the Chancellor's Office and Board of Trustees be accountable and responsible to the current generation of students and faculty are examples of work that will guide our efforts during the 2024-25 Academic Year.

We are invested in helping our newest colleagues establish successful careers in the CSU. We hope you will become familiar with the faculty contract, which can be found at calfac.org/contract. Our CBA serves the interests of faculty and our students, as we know faculty working conditions are also student learning conditions.

We Are Stronger Together

Our union is at its strongest when members attend meetings, volunteer, and serve as elected union leaders. We invite you to work directly with your CFA chapter to get involved in the bargaining campaign along with anti-racism and social justice work on campus.

It takes all of us working together to win outstanding contracts, enforce our rights, and enjoy our hard-fought protections.

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President's Message
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Sign Up for CFA Membership!

So, how can you help?

First and foremost, please join your colleagues and become a member of CFA.

By joining CFA now, you are sending an important message to management about our commitment to winning at the bargaining table, protecting our professional role as faculty in the CSU, and enhancing the quality of education our students receive. We need to show strength now for full contract bargaining in 2025.

CFA member dues support our essential work, like contract bargaining and faculty rights. Every new member ensures we represent faculty sentiment on faculty rights, retirement, pay, and working conditions. Our efforts also include organizing to secure state funding for the CSU and sponsoring legislation that provides the best learning and working conditions.

Join us in helping to ensure the future of your campus, the CSU, and public higher education – go to calfac.org/join-CFA to complete a membership form.

To find out more about your campus chapter and how to connect with your chapter colleagues, visit calfac.org/cfa-chapters.

Once again, we extend our warmest welcome to you. We are pleased to have you as a new colleague and are committed to supporting your work in the university. I look forward to meeting you in person and/or virtually during this academic year.

In union,

Charles Toombs,
CFA President
Professor of Africana Studies
San Diego State University

Become a Member

Now, more than ever, it is critical that we join together as one faculty union. Be part of the fabric and framework that strengthens faculty rights, protects academic freedom, and improves the lives of our students and the CSU system. Join CFA today!□

Visit calfac.org/join-CFA or scan the QR code to the right with your phone to sign up online!



Faculty Rights: We're Here With You



Our Contract Matters!

The faculty contract is an essential document that protects your rights and benefits at work. Whether you are tenure-track, lecturer, librarian, coach, or counselor faculty, the contract guarantees due process protections for you. These protections establish ground rules regarding personnel action files, evaluations, and other actions.

Tips for New CSU Faculty

SALARY

At the CSU, your starting salary range is dictated by CFA's Collective Bargaining Agreement (CBA). Your starting salary is not set by union negotiation. Once hired, your salary and benefits are negotiated and governed by CFA's CBA.

BENEFITS

All full-time faculty are entitled to health, dental, vision, and retirement benefits as defined in the contract. Part-time faculty who have been appointed for at least 0.4 time base for at least one semester, or two or more consecutive quarters, are eligible for health benefits. These units do not have to be at the same campus if you are teaching at more than one CSU. CFA members negotiate to protect the benefits in our contract, and advocates with elected officials to safeguard those benefits.

EVALUATION

Evaluation criteria and procedures shall be made available to the faculty unit employee no later than 14 days after the first day of instruction of the academic term. Be sure to contact your supervisor and/or department chair to learn the evaluation criteria and procedures for your position. Evaluations are important to your success. We have faculty advocates who can help!

WEINGARTEN RIGHTS

If you believe at any point that you are being questioned for potential discipline, or if you receive a notice of any kind about potential or impending discipline, you are legally entitled to union representation. Contact your CFA representative immediately: <https://www.calfac.org/faculty-rights-chapter-representatives/>.

Learn More

It is critical that you know your rights and that you reach out to CFA members when problems arise. You must know your faculty rights in order to advocate for them.

You can read our entire faculty contract online at calfac.org/contract. We also have compiled Faculty Rights Tips at calfac.org/faculty-rights-tips. We are here to help new faculty! Find your campus CFA representative at calfac.org/faculty-rights.



Join CFA today!
Faculty rights are the
result of hard-fought
gains CFA made during
contract negotiations
with CSU
management.

[calfac.org/
join-CFA](http://calfac.org/join-CFA)

CFA: The Faculty's Union



From the California Faculty Association Bylaws:

The CFA is established to strengthen the cause of higher education for the public good; to promote and maintain the standards and ideals of the profession; to provide a democratic voice for employees in higher education; to provide legislative advocacy; and to maintain collective bargaining agreements covering salaries, working conditions, and other items and conditions of employment.

The California Faculty Association shall seek:

- a. To obtain explicit guarantees of academic freedom, tenure, and academic due process;
- b. To create orderly and clear procedures for prompt consideration of problems and grievances;
- c. To promote and protect the professional and economic interests of CFA and all bargaining unit members;
- d. To promote unity among employees and thereby enhance the effectiveness of the CFA in representing these employees; and
- e. To promote racial and social justice and thereby challenge systems of racial oppression and social inequity.

In 1983, California Faculty Association members negotiated the first Collective Bargaining Agreement with CSU administration on behalf of faculty in the CSU. Collective bargaining came about because an overwhelming majority — 85 percent — of the CSU faculty voted that they wanted a collective voice.

That vote was prompted by concerns about eroding salaries, growing bureaucracy in the CSU administration, and the need for a strong advocate to give voice to the faculty's commitment to, and concerns about, the accessibility and quality of public higher education.

We continue to advocate for the CSU in regard to those concerns today.

Please join, explore the benefits, and look for ways to participate in the CFA chapter on your campus. We also have a number of groups and committees members are welcome to participate in, including: the Asian Pacific Islander Desi Americans Caucus, Black Caucus, Coaches Committee, Contract Development & Bargaining Strategy Committee, Council for Racial & Social Justice, Counselors Committee, Disability Caucus, Native American and Indigenous Peoples Caucus, Chicana/Latina Caucus, Council of Lecturers, Librarians Committee, LGBTQIA+ Caucus, Membership and Organizing Committee Palestine, Arab, and Muslim Caucus, Peace & Justice Committee, Political Action & Legislative Committee, Teacher Education Caucus, and Womxn's Caucus.



Stay Connected

Get CFA Headlines

CFA's weekly e-newsletter comes to you Wednesdays. Sign up: bit.ly/CFA-Headlines

Follow CFA on Social Media

You don't need to have a Facebook, Twitter, or Instagram account to view CFA posts on Facebook, Twitter, or Instagram. But if you do, join the thousands who follow our news online.

Listen to CFA's Podcast

Check out Radio Free CSU, CFA's official podcast: calfac.org/radio-free-csu/. The podcast series, "Our Way Forward," focuses on CFA's Anti-Racism and Social Justice Transformation work.

[@CaliforniaFacultyAssociation](https://www.facebook.com/CaliforniaFacultyAssociation) 
[@CFA_United](https://twitter.com/CFA_United) 
[@CFA_United](https://www.instagram.com/CFA_United) 



Active Membership Application



YOU CAN JOIN ONLINE AT
www.calfac.org/join-CFA or scan the QR code.
You can also scan and email, postal mail, or fax this form.

Last Name (please print) _____

First Name _____ Middle Name _____

Last Four Digits of Social Security Number XXX-XX-____

CSU Campus _____ Department _____

Home Mailing Address _____

City _____ State _____ Zip _____

Email Addresses

(non-.edu) _____

(work) _____

Phone Numbers

(cell) _____ (home) _____ (work) _____

| |
|-----------------------|
| For Official Use |
| Date received _____ |
| Date entered _____ |
| HD # & initials _____ |
| 07.2024 |

All Active and Associate CFA members will receive membership in the Service Employees International Union (SEIU) at no additional cost. Membership in the American Association of University Professors (AAUP) may be available upon request.

Please enroll me as a member of CFA. I hereby authorize the State Controller to deduct from my pay warrant and transmit, as designated, an amount for CFA membership dues and any benefit program for which I have applied and which is sponsored by CFA. The authorization will remain in effect until I send a written notification to CFA.

Signature _____ **Date** _____

Current Active dues are 1.35% of gross CSU salary. Minimum monthly dues are \$10. Voluntary CFA-PAC and/or CFA Political Issues Committee contributions are \$5/\$10 per month, depending on income. Dues payments and contributions to CFA-PAC and/or CFA Political Issues Committee are not deductible as charitable contributions for federal income tax purposes. Dues payments may be deductible as miscellaneous itemized deductions.