



CFA East Bay Newsletter

October 4, 2024

Volume I, Issue 2
Newsletter Editor: Amara Miller

Dear Colleagues,

Happy October! Our Chapter Newsletter's second issue is packed with news we can use to build professional resilience and celebrate the joy of what we do.

Be Present: Take the Collective Bargaining Survey

[CLICK HERE TO TAKE THE BARGAINING SURVEY](#)

Bargaining over our next Collective Bargaining Agreement is around the corner. The current CBA terminates June 30, 2025, and our full contract is on the table for negotiation. Our most recent bargaining gains resulted from our scope-limited reopener, ratified in spring after our January statewide strike. This survey begins a new resolve in asserting our rights as faculty.

Now's the time for members to complete the survey. Express your thoughts, hopes, and concerns about workload, salary, security, social justice. Every voice matters! Here is the first of opportunities to articulate and help define the bargaining issues and priorities we as faculty are now facing. Our ability to substantively advance our working conditions, improve upon student learning conditions, and to build upon the wins we've achieved in the recent past depends upon our collective strength and action. The survey will be available online through Friday, November 22nd. Join in this effort!

About Potential Layoffs, College Reorg, Workload Reduction, and Time, Place, Manner Policy

Our Chapter Faculty Rights team continues in the ongoing Meet and Confer with CSU management Thursday, October 17. The talks are expanded, to include issues and concerns over the notice of potential layoffs, the college reorganization, workload reduction for probationary faculty, and rollout of the interim Time, Place, & Manner (TPM) policy. Updates to follow.

Read further about developments on these fronts, and more!

Jeff

Jeff Newcomb
President
East Bay Chapter
California Faculty Association

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College Reorganization at CSU East Bay

The executive board for our East Bay Chapter has approved the following statement in response to President Sandeen's recent [plan for a consultation process](#) with faculty to determine the reorganization of colleges by the end of the school year. For an overview of the feedback process, refer to [24-25 BSO 3](#). To identify your college senators to contact, please reference the [24-25 Senate Roster](#).

CFA East Bay Chapter Statement on College Reorg

The CFA East Bay Chapter is strongly opposed to the proposed process for college reorganization. The chapter has no opinion on the need for reorganization, but the current process is unacceptable for the following reasons:

- Violation of shared governance: The process violates shared governance, which has been a consistent pattern of President Sandeen's Administration (see [23-24 BAS 2](#)). The plans coming from administration present faculty with false and constrained choices. They are "concepts of plans" with no details on costs, the impact of reorganization on faculty, and on shared governance. These plans do not reflect the seriousness of the undertaking. Any reorganization plans should be created and led by the faculty affected by them.
- Lack of clarity about purpose: Any reorganization process should have a clear purpose. Sandeen's administration has not clearly articulated the purpose behind their proposed reorganization plans.
- No consultation with affected faculty: Faculty from the College of Education and Allies Studies (CEAS), poised to be the most affected by the proposed plans, were not consulted. The proposed plans demonstrate a lack of understanding of programs within CEAS, and the timing of the process will interfere with accreditation visits. Faculty from colleges that may be asked to add CEAS programs to their colleges were likewise not consulted.
- Impossibly short timeline: The timeline proposed is laughably short. Good decisions take time, deliberation, and careful attention. The timeline proposed by Sandeen's administration seems designed to curtail faculty scrutiny and short-circuit meaningful debate about reorganization.

Finally, our current administrative leadership is not up for a task of this magnitude; they can't even make sure that faculty get raises in a timely fashion. If faculty are not the architects of a reorganization plan, it will be a failure — a failure that the faculty will have to live with. Administrators come and go rather quickly; faculty are often here for decades.

CFA is currently within a meet and confer process over the proposed dissolution of CEAS. As long as the meet and confer process is ongoing, where CFA reviews their concerns with management, the reorganization cannot be implemented. CSU management may disagree with us on this, but state labor law is clear. Faculty experiencing changes to their workload or rights because of this reorganization process should contact the chapter as soon as possible: jnewcomb@calfac.org.

Anti-Racism & Social Justice

With the Office of Faculty Development, we are co-sponsoring **"Interruption - an Anti-Racism Workshop"** on **Tuesday, October 8**, 10 am - 2 pm, CORE room 179. Lunch provided. Register for the workshop here: [registration form](#). Join us for this superlative learning experience, facilitated by Andrea Redmond and N'dea Johnson. Our special thanks to both Sarah Nielsen, OFD Interim Director, and Somak Paul, the Chapter's Anti-racism and Social Justice Chair, for organizing this exceptional event.

Membership & Organizing

Save the Date! We will be having a **General Membership Meeting** for our East Bay Chapter, **Thursday, October 24**, during U-hour 12:15 pm - 1:15 pm.

M&O is seeking members to help organize for: the CFA campus election in spring; the bargaining survey for our upcoming contract campaign beginning in 2025 on the whole CBA; protests by faculty, staff, and students about efforts to impede free speech on campus, and the threat of layoffs.

We are also seeking members willing to serve as department representatives for the following departments: Educational Psychology, Accounting & Finance, Economics, Athletics, Engineering, and Ethnic Studies. Department representatives are expected to attend General Membership Meetings each year, keep their departments informed about issues impacting faculty and union activities, and serve as a point of contact for colleagues who may reach out with union-related questions. If you are interested in serving as a representative for your department, please reach out to Jim Murray at jmurray@calfac.org.

Anti-Free Speech Policy

CFA is organizing a second **Unionwide Town Hall** on Organizing Against Anti-Free Speech and Unconstitutional Time, Place, and Manner (TPM) Policies on **Thursday, October 10**, 6:00 pm to 7:30 pm. Please register here with CFA statewide for remote access: [BIT.LY/CFATOWNHALLOCT2024](https://bit.ly/cfatownhalloct2024)
We are opposing the [interim "time, place, and manner" \(TPM\) policy](#) released by CSU management.

Our East Bay Chapter conducted its own Town Hall on September 26 to help inform faculty and students of the new interim policy and its consequences. Exchanges centered on the ways the new policy restricts the rights of free speech for faculty, staff, and students through the Chancellor's policy language and through the CSUEB campus addendum language. We encourage all CFA members to review the proposed statewide policy and campus addendum documents.

Faculty spoke out encouraging peers to work together in combating efforts by CSU leadership and campus administration to limit critique and dissent on issues affecting our campus communities. The Chapter is working with members of our Academic Senate to jointly oppose the new TPM policy. As noted earlier, we are engaged in a meet and confer around the policy and will update members on outcomes. The interim TPM policy is not legally in effect for faculty until the meet and confer process is resolved.

Political Action

As we all are aware, this is election season at the national level for President and Vice President, as well as congressional races, statewide propositions and state senate and assembly races are in full swing, and every vote will count. For our chapter, there are three open-seat state legislator races where CFA has endorsed East Bay candidates. We encourage you to vote for them if you live in these districts:

- [State Senate District 7](#) (currently held by Steven Glazer who is termed out in November). CFA has endorsed Marisol Rubio, city council member in San Ramon. This district in Contra Costa County includes the anchor cities of Antioch, Concord, and in Alameda County it includes Dublin, Livermore, Pleasanton. More information on Marisol is available at her website: <https://www.marisolforca.com/> There is a phone bank for Marisol on Monday October 7th and precinct walks every weekend.
- [State Senate District 9](#). This is an open seat race currently held by Nancy Skinner, who is termed out this November. The anchor cities of this district include Alameda, Oakland, Berkeley, Albany, Richmond, San Leandro. CFA has endorsed Berkeley Mayor, Jesse Arreguin and in September we had a group text bank to our CFA members and their households who live in this district. Additional outreach and get out the vote opportunities are planned. For more information about Jesse's campaign see his website. <https://www.jesse.vote/>
- [Assembly District 15](#). This is also an open seat race. CFA has endorsed Anamarie Avila Farias. This Contra Costa County district includes Martinez, Antioch, Concord. Anamarie currently sits on the Contra Costa County Board of Education. For more information about Anamarie: <https://www.anamarie4assembly.com/>

If you have been doing election-related work already or plan to do so, please complete the following online form. You can also obtain information on how to register to vote if you are not registered or have moved: <https://www.calfac.org/politics/endorsements/>.

Our Chapter has committed to phone bank, text bank, and walk action for our state legislative candidates who, if elected, will be voting on our legislative priorities and the upcoming state budget. Next year promises to be especially challenging, and CFA needs strong allies in the legislature. Can we count on you to join with fellow CFA members in this year's electoral work? If yes, please let us know! We need your help in our Chapter's electoral work. Contact Kim Geron at: kgeron@calfac.org.

Finally, we anticipate that mail-in ballots will arrive in our mailboxes by October 7-8th. Please vote and sign your ballot and return it asap so your vote will be counted!

Faculty Rights

Our faculty rights committee continues to fight to protect our rights at East Bay, and to look for new members! If you are interested in joining the committee, or if you are dealing with an issue that you feel may be a violation of your rights, please reach out to Jen Eagan at jeagan@calfac.org.

Women's water polo is continuing to fight for justice. Lisa Cooper went on *EB Live* to share more about the struggle with campus leadership to take accountability for the team's cancellation. She shared how one student was not given a refund for her pre-paid housing bill, once she was notified that water polo would no longer be supported at East Bay. Watch the interview: <https://youtu.be/UL742fMOdoA?t=3387>

Lecturer Representation

We know our lecturers continue to be hit hardest. If you are a lecturer and are experiencing impacts to your job, please reach out to our lecturer representative Kevin Pina at kpina@calfac.org.

Students for Quality Education (SQE)

Our student group and internship program, Students for Quality Education (SQE), is organizing a Halloween-themed action Tuesday, October 22, to push back against the new Time, Manner and Place policy. SQE is also currently engaging in classroom visits and creating a pre-recorded video about the organization that can be shown in online classes. You can follow our East Bay chapter on Instagram [@csueb.sqe](https://www.instagram.com/csueb.sqe). If you are interested in having SQE come to your class or in getting a copy of the video when it is available, please contact Rin Anderson at randerson@calfac.org.

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We, together, are the union! Given our multiple initiatives and events just this month, we are continuously engaged with the professional well-being of all faculty, counselors, coaches, and librarians -- and in turn, the success of our students. Your participation in this work is always in demand. Join with us!

In solidarity,
CFA East Bay Executive Board

President: Jeff Newcomb
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