



**CFA East Bay Newsletter**  
**November 2024**  
**Volume I, Issue 3**  
**Newsletter Editor: Amara Miller**

Dear Colleagues,

Thinking about the overall outcomes of this fall’s elections season as a storm advisory: Courage! Going forward we’ll be doubling down in our fight to advance labor rights, respect, and social justice. The vote across California offered up a sunnier forecast of legislative support. See below for our report and commentary on political action.

In the coming weeks, we’ll be taking a closer look at causes and possible impacts of proliferating austerity measures and growing debt service within the People’s University. Please stay tuned.

In this month’s newsletter we’re providing perspective on the University Layoff Committee’s findings, the ongoing discussions about college reorganization in Academic Senate, and updates on Lecturer Faculty status. Please note, too, our call for CFA Bargaining Team nominations and, if you’ve not submitted already, your ideas for a new contract in the Bargaining Survey. Read on!

In union,  
*Jeff*

Jeff Newcomb  
President  
California Faculty Association  
East Bay Chapter

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**Bargaining for Our Next Contract**  
**[CLICK HERE TO TAKE THE BARGAINING SURVEY](#)**

Bargaining for our next Collective Bargaining Agreement is around the corner. The current CBA terminates June 30, 2025, and this time our full contract is on the table for negotiation. Now’s the time for members to get involved by sharing your ideas for what we should fight for, and what you think is important. Every voice matters! Our ability to substantively advance our working conditions, improve upon student learning conditions, and to build upon the wins we’re 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!

**Interested in Joining CFA’s Statewide Bargaining Team?**

Our recent 99th Assembly meeting in Los Angeles voted to amend CFA’s bylaws to further expand participation in the open bargaining process. Each Chapter -- East Bay included! -- is to elect one faculty member to the statewide Bargaining Team by November 25, 2024. Candidates may declare at this time by submitting the Declaration of Candidacy form that was emailed to all EB chapter members along with the call. **Nominations for our Chapter’s Bargaining Team Representative close on November 15, 2024, 11:59 pm.**

Candidates must be CFA members in good standing. The faculty member elected to the Bargaining Team should plan to participate in bargaining meetings and negotiations with management on Thursdays and Fridays throughout Spring Semester 2025 (nominee must be willing to travel). Additionally, we expect to engage in bargaining during Summer 2025 if we do not reach a satisfactory agreement in the Spring. The Collective Bargaining Agreement requires management to allow faculty members to schedule their assignments so that they can participate in bargaining meetings and sessions with management. Candidates will receive email confirmation of receipt of your nomination.

Please refer comments or questions you may have to our Chapter Elections Committee:

- Kim Geron, Chair [kgeron@calfac.org](mailto:kgeron@calfac.org)
- Jen Eagan [jeagan@calfac.org](mailto:jeagan@calfac.org)
- Kevin Pina [kpina@calfac.org](mailto:kpina@calfac.org)

### Upcoming Events and Workshops

- **Liberate the CSU: Rally in Long Beach, at the CSU Board of Trustees.** Wednesday, November 20, 10:00 am-Noon. Join in the expanding fight for rights, respect and justice in the CSU! For information and to register, please go to [https://www.calfac.org/rally-at-board-of-trustees-to-amplify-our-message-enough-is-enough/?link\\_id=7&can\\_id=d17966dcc32b41957279fe8e94600cbd&source=email-cfa-headlines-members-drive-voter-turnout-board-of-trustees-rally-on-nov-20-free-speech-art-installation-management-informed-on-intent-to-bargain&email\\_referrer=email\\_2522159&email\\_subject=cfa-headlines-members-drive-voter-turnout-board-of-trustees-rally-on-nov-20-free-speech-art-installation-management-informed-on-intent-to-bargain](https://www.calfac.org/rally-at-board-of-trustees-to-amplify-our-message-enough-is-enough/?link_id=7&can_id=d17966dcc32b41957279fe8e94600cbd&source=email-cfa-headlines-members-drive-voter-turnout-board-of-trustees-rally-on-nov-20-free-speech-art-installation-management-informed-on-intent-to-bargain&email_referrer=email_2522159&email_subject=cfa-headlines-members-drive-voter-turnout-board-of-trustees-rally-on-nov-20-free-speech-art-installation-management-informed-on-intent-to-bargain)
- **CFA Retirement Workshops.** With CFA's Retirement Specialist, Jonathan Karpf. Foundational and superlative info and advice! Two independent sessions: November 12, 2:00 to 5:00 pm, and November 15, Noon to 3:00 pm. Via Zoom. Please register on the CFA website, [https://forms.office.com/pages/responsepage.aspx?id=cW\\_hyenoC0-XWVeazb-qTogLkGJwbyxNg-4e1q-LXtNUNEdKOTBONU1ERVIPUUtCOEpLSFJDQktVWC4u&route=shorturl](https://forms.office.com/pages/responsepage.aspx?id=cW_hyenoC0-XWVeazb-qTogLkGJwbyxNg-4e1q-LXtNUNEdKOTBONU1ERVIPUUtCOEpLSFJDQktVWC4u&route=shorturl)
- **Lecturers' Nuts and Bolts Workshop.** Thursday, November 21, U-Hour. Lecturer Faculty – be informed! Get updates, meet colleagues, and share concerns about unfolding developments at East Bay impacting you as lecturer faculty. Via Zoom, invitation to follow, check your email. Presenters: East Bay Chapter's Lecturers' Rights Team.

### Faculty Rights: Layoff Update

According to [Article 38 in the Collective Bargaining Agreement](#) (CBA), a faculty layoff only applies to full-time faculty members, including full-time lecturers, FERP faculty, and probationary faculty.

The University Committee on Layoffs (UCL) delivered [a recommendation to the President](#) on November 5 on the need for layoffs in Spring 2025, per their charge in [22-23 FAC 6](#) (Section 1.5). Their summary is: "Based on an analysis of the recent budget and finance annual report, as well as enrollment and instructional data provided by Academic Affairs, we believe that layoffs (and non-renewals) are unnecessary for Spring 2025." The memo includes a values-based rationale for this recommendation, a breakdown of budget growth or decline of various divisions of the University, and strategies to address our budget crisis without layoffs. It also contains a minority opinion from the UCL.

To prevent potential layoffs, the administration shall make mitigating programs available to faculty, including programs for regular faculty to reduce their workload, including the Faculty Early Retirement Program (FERP) and the Pre-Retirement Reduction in Time Base program (PRTB). Are you thinking about retirement? Check out this [faculty rights tip on the FERP and PRTB](#) programs.

Learn more about [how faculty layoffs work at the CSU](#) by following the link. If you have questions about Article 38 or any part of the Collective Bargaining Agreement, you can also contact Jen Eagan, Chair, CFA-EB Faculty Rights Committee at [jeagan@calfac.org](mailto:jeagan@calfac.org)

### **College Reorganization at East Bay**

CFA is currently within a meet and confer process over the proposed dissolution of CEAS. If 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. Any faculty who experiences changes to their workload or rights because of this reorganization process should contact the chapter as soon as possible: [jnewcomb@calfac.org](mailto:jnewcomb@calfac.org).

Also, while not CFA specific we wanted to highlight some news from Senate about the reorganization process. Senate will be voting on a resolution on Tuesday 11/12 ([24-25 FUFM 2](#)), which calls for a suspension of the Senate's process to deliver a college reorganization recommendation to the President, a suspension of all Dean searches, and a suspension of the implementation of the College of Health in Fall 2025. Senate officers will also be discussing the three delayed timeline options, with new revisions ([24-25 BEC 5](#)), with new proposed revisions ([24-25 BEC 5 with amendment suggestions](#)). Please reach out to your [elected Senators](#) with your thoughts on the resolution, the timeline options, or the reorg process generally.

### **Lecturer Representation**

Our campus's vote to ratify the amendment to the [Constitution of the Academic Senate of the California State University](#) (ASCSU) to add three designated Lecturer Faculty positions ([AS-3660](#)) was **PASSED**. Thank you to all our members who supported this effort!

As class schedules are finalized for spring in the coming weeks and we contend with the potential of additional cuts, 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](mailto:kpina@calfac.org).

### **Membership & Organizing**

M&O helped organize a General Member Meeting for our chapter on zoom Oct 24, which 26 members attended including most of the executive board. We discussed our past activities and the upcoming bargaining for the new contract, as well as the campus reorganization. M&O is still seeking new college and department representatives, although we have secured a few new people for that role (thank you!). If you are interested in joining the M&O committee or in serving as a representative for your department, please reach out to Jim Murray at [jmurray@calfac.org](mailto:jmurray@calfac.org).

Last month we also helped support Students for Quality Education in their Oct 29 protest to fight austerity and inform students about the new Time, Place, and Manner (anti-free speech) policy. Many students and faculty were unaware of the new rules against masking, among other new restrictions.



## **Students for Quality Education (SQE)**

SQE held a “Night of the Living Debt” zombie walk on October 29 to draw attention to austerity measures in the CSU and raise awareness about the Time, Place, and Manner (anti-free speech) policy from the Chancellor. Students and CFA members were zombified and then marched across campus, drumming and passing out flyers. The event was empowering!

You can follow our East Bay SQE chapter on Instagram [@csueeb.sqe](https://www.instagram.com/csueeb.sqe), and if you are interested in having SQE come to your class, please contact Rin Anderson at [randerson@calfac.org](mailto:randerson@calfac.org).

## **Political Action**

A big thank you to our members who went out to vote, made our voices heard, and dedicated dozens of hours volunteering to support candidates and ballot measures. Through all our efforts CFA ran a successful election campaign! We strengthened the voice of working people, labor unions, and helped elect people with values that align with CFA in California. While votes are still being counted, many of CFA’s endorsed candidates are winning their races and some of key statewide propositions are also doing well.

While at the national level, the election results are a disaster for working people, women, immigrants, LGBTQ+ folks and so many others, as the CFA Headlines noted this week: “Through grassroots efforts, the labor movement is reshaping the electorate and mobilizing voters from working-class and marginalized communities. For the first time in history, we are on track to have gender parity in both houses of the California State Legislature.”

The gains we made in California would not be possible without the efforts of CFA members who canvassed door-to-door in your districts, spent hours phone-banking, text-banking, writing postcards to support our endorsed candidates, and signed faculty to pledge to vote. A special shout out to our colleagues who volunteered to travel to other states to support working people’s candidates.

Down-ballot election outcomes were overall encouraging for local CFA-endorsed candidates actively advocating for public higher education. Stability of future funding and respect for both faculty and students across the CSU are increasingly at risk looking out toward 2025-26. We will need all the help we can get. Chapter members invested time and energy in text banking, phone banking, and neighborhood walking in this election cycle. CFA-endorsed candidate Jesse Arreguin (D) won his seat for State Senate in SD 7. CFA-endorsed Marisol Rubio (D) lost her bid for State Senate in SD 9 against incumbent Assemblymember Democrat Tim Grayson.

For those who missed the link in the general CFA newsletter, we also wanted to highlight this story from *In These Times* about "[The Right Believes It Has the Supreme Court Votes to Overturn Labor Law](#)." The piece discusses how "it's likely that one or more circuit courts will rule the NLRB [National Labor Relations Board] either partially or totally unconstitutional within the next six months, potentially putting an appeal on the Supreme Court docket as soon as October 2025... But, if no union activity is protected because the NLRB ceases to exist, then all union tactics are potentially valid, or at least morally defensible, if unions are ready to fight back proportionally." Read more at the link—and remember, don't panic, organize!

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Enjoy your Fall Break, everyone! We've earned it.

In solidarity,  
CFA East Bay Executive Board

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