

CFA Report to CABA Board – Rosalinda Quintanar

After approximately a year of bargaining for a contract, CFA and the Chancellor's Office came to a settlement of a tentative contract.

“The new contract delivers an immediate pay raise and other improvements that faculty members identified as important priorities in our bargaining surveys and during dozens of campus meetings,” says Charles Toombs, CFA President. “Our new contract was made possible because faculty members and students were united in demanding our rights, respect, and justice.”

- Bargaining for a new contract within CFA is a delicate balancing act due to the fact that the needs of professors, lecturers, librarians, coaches and counselors have to be taken into consideration.

The important wins in this contract include significant salary movement:

- \$3,500 COVID Service Award (pro-rated based on time base) to recognize the significant and dedicated work of faculty during the 2020-21 academic year.
- Four percent General Salary Increase (GSI) for this year, 2021-22 year, retroactive to July 1, 2021.
- Agreement on reopener negotiations for salary increases in 2023-24.

Improvements happened across the contract as well:

- The expressed ability for faculty to address and rebut bias in student evaluations.
- A pathway to the tenure line in the CSU for lecturer faculty who have been offered tenure-track employment elsewhere and a foot in the door to the

interview process when lecturer faculty apply for tenure-track positions on their campus.

- Joint CSU/CFA workgroups to develop a framework for longer-term contracts for contingent faculty beyond the three-year appointment and for a possible professor of practice/teaching tenure classification.
- A joint workgroup tasked with producing a report on all forms of parental support in the CSU that includes suggested improvements, along with cost estimates and an agreement that the CSU can at any time increase the number of paid days of parental leave.
- A memo from the chancellor calling for the convening of a diverse group of CSU faculty, staff, unions, students, and other stakeholders, to look at alternatives to police on our campuses, as well as improved options for conflict mediation, that includes clear recognition of CFAs work to push this conversation forward.

“This is an historic contract,” says Kevin Wehr, CFA Vice President and chair of the bargaining team. “For the first time in decades, we have won a successor contract agreement without being on the brink of a strike. Our collective voices and advocacy are how we prevailed and secured a strong contract for all faculty.

Ethnic Studies: CFA has been very involved in the legislation to provide Ethnic Studies at the university level. The Committee would like to establish a stronger pipeline between undergraduate in each of the ethnic studies disciplines and the possibility of creating a credential program in ethnic studies.