CFA HEADLINES
April 9, 2014 · Weekly news digest from CFA

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CFA working hard for a fair contract

CFA continues efforts to secure a fair contract this week with negotiations. Bargaining is scheduled between CFA and CSU management on Thursday in Long Beach. There, the CFA Bargaining Team will “continue to push for a prompt resolution on our needed fair contract,” said Andy Merrifield, a Sonoma State professor and chair of CFA’s Bargaining Team.

The final All-Faculty CFA Meeting with CFA Officers and Bargaining Team members will be held at Monterey Bay on Wednesday, April 16, from 3-5 p.m. in the UC Living Room.

100-Day Contract Countdown events draw attention to need for a fair contract

Our 100-Day Contract Countdown continues to forge ahead this week with events being held at East Bay, Los Angeles, Maritime Academy, Monterey Bay and San Francisco.

At Monterey Bay, Countdown materials and information drew many to a table outside the library on Tuesday afternoon.

“We talked to faculty, staff and students about the bargaining process and how giving faculty respect, sufficient salary and decent
working conditions improves the education that students receive,” said Steven Levinson, CFA Monterey Bay Chapter president.

Events will be held next week at Cal Poly Pomona, Sacramento and San Bernardino.

Click here for times, dates and locations by campus.

Many of the events are opportunities for faculty to record 1-minute videos about the importance of a fair contract. One new video is posted each day at calfac.org, and the collection, titled “100 Voices for Fair Contract,” is available on our Contract Countdown page.

Faculty, students meet with over 100 Legislators during CFA Lobby Days

Nearly 100 faculty members and students went to the Capitol in Sacramento April 1 and 2 to advocate for CFA-sponsored legislation, a greater budget augmentation, and other bills that would improve the quality of public higher education in the state.

Attendees heard CFA member and Assemblymember from San Diego, Dr. Shirley Weber, give a keynote address on April 1 that noted the importance of unions to California and the importance of higher education as a priority for the state's future economy.

CFA member and Assemblymember Raul Bocanegra of the San Fernando Valley addressed faculty and students the next morning and urged them to speak from their hearts when they meet with legislators. He said to tell personal narratives about the need to rebuild the CSU after the deep cuts of the last five years.

Teams of faculty and student activists had 30-minute visits with 103 elected officials and their staffs, including Assembly Speaker John A. Pérez, and Senate President Pro Tem Darrell Steinberg.

"The dedication of our faculty and students to fighting for a reasonable budget and protecting quality education through lobbying for sensible legislation is truly inspiring,” said Kevin Wehr, chair of CFA’s Political Action & Legislative Committee. "Seeing nearly 100 of our people blanketing the Capitol building was an awesome sight."

Click here to view a photo gallery of CFA’s Lobby Days.
CFA Assembly coming to LA

CFA will hold its 80th Assembly in Los Angeles April 11-13.

The gathering will include caucus and committee meetings, general sessions, workshops on faculty rights/bargaining and the tactical use of social media.

It also will be an opportunity to participate in photos and videos to be used during our 100-Day Contract Countdown. Staff and leaders will be on hand to record videos and take photos, which may appear on calfac.org as part of our countdown.

CFHE to host 7th National Gathering in May

The Campaign for the Future of Higher Education will host its Seventh National Gathering May 16-18 in Albany, NY.

The gathering, the theme of which is “Building Alliances for Access, Equity and Quality in Higher Education,” is intended to strengthen alliances in support of higher ed and serve as a model for local faculty and staff organizations to use in coalition building in their areas.

The meeting is the first to include organizations outside the ranks of faculty and staff. CFHE faculty-organizers say this outreach is an important step toward CFHE’s goal to develop the broad alliances needed to ensure meaningful access to quality higher education for all sectors of society.

For more information, visit futureofhighereducation.org.

Faculty Rights Tip of the Week: Lecturer Time Base Entitlement

This weekly CFA Headlines feature offers a brief “Faculty Rights Tip” or short information piece about the faculty contract.

FACULTY RIGHTS TIP: Lecturer Time Base Entitlement

Article 12 of the Collective Bargaining Agreement contains provisions that promote stability in our workforce and provide valuable protections for lecturers. These protections are often referred to as “time base entitlements.” It's important for faculty to understand how these provisions work, especially lecturers and department chairs.
Term Appointments: Part-time lecturers who are new to the CSU or who have no current accrued time base entitlements in a department may be appointed for a semester, quarter, parts of a year or 1 or more years. (Article 12.3)

One year appointments: Lecturers who have taught for the CSU for two consecutive semesters or three consecutive quarters in an academic year must receive one-year appointments at the same time base as that of the previous year, if there is sufficient work available. (Article 12.3)

Three-year appointments: After teaching one semester or two quarters in each of six consecutive years in a department, Lecturers (excluding coaches) must receive three-year appointments at their current time base entitlement. (Article 12.12)

In practice it's easy to remember:
- After full academic year lecturers are entitled to a 1-year appointment with a time base equal to the previous academic year.
- After 6 years in single department lecturers (excluding coaches) are eligible for a 3-year appointment based on their 6th year time base.

It's important to know that time base entitlements are annual & tied to a department. In subsequent three-year appointments entitlements are determined by the lecturer's time base during the final year of the previous appointment. Initial and roll-over three-year appointments are issued to eligible lecturers who have received a satisfactory evaluation and have no "documented serious conduct problems."

For additional information about lecturer time base entitlements or other faculty rights issues contact your campus faculty rights representative. You can find your campus CFA Chapter Faculty Rights Representative by clicking here.

If you have questions about a faculty rights tip or would like to contribute a tip, please feel free to write us at cfa@calfac.org with the subject line “Faculty Rights Tip.”

Links of the week

PSU-AAUP settles contract
Swiftly following the collective bargaining unit at Portland State University authorized the union to call a strike, administration and PSU-AAUP reached a tentative agreement. —PSU-AAUP

Hillary Clinton on higher ed in the U.S., world
Former Secretary of State Hillary Clinton, touches on the disadvantages of online education, among other issues, during a recent speech to attendees at the Globalization of Higher Education conference. —Inside Higher Education
San Jose State, among others, to raise tuition despite freeze
San Jose State, whose campus fees are the second highest in the CSU, will raise fees this fall to a total of about $2,000 a year, in addition to the $5,472 tuition bill students face. —San Jose Mercury News

Stuck in the middle
Associate professors see their earning power drop compared with colleagues above and below in rank. —Chronicle of Higher Education

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