



AAUP CTA NEA CSEA SEIU AFL-CIO

Cal Poly Pomona Chapter

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Report to the Academic Senate October 21, 2015

- 1. Contract** – We are now in fact-finding. Fact-finding is an opportunity for both sides to make their case to a 3-person panel that issues an advisory report. CFA and the Chancellor's team each select a fact-finding panel member, and PERB provides a list of proposed neutral individuals from which one is chosen. The panel hears evidence and examines the facts. Usually, fact-finding results in a 2-1 finding in favor of one or the other party.

Before the parties can publicly share the fact-finders' report, they must wait 10 days. During this "blackout" period, the parties may try to settle the agreement without resorting to public pressure. The publication of the report is the final step in the statutory process. At this point, the Chancellor can impose his "last, best, and final offer" (which was 2% to the compensation pool), and/or CFA may call for concerted activities including a strike. That is why we are currently holding a strike authorization vote (see below). The vote tells the CFA Board of Directors whether the membership supports a strike or prefers to take the Chancellor's offer. The strike vote may also have the effect of bringing them back to the bargaining table, as has happened in the past. This is what we hope will happen, and why we need to show our strength in these actions.

- 2. Membership** –Join the union at <http://www.calfac.org/membership>. Only members can vote for or against authorizing a strike, for or against a contract, or in CFA elections. Members get \$1 million professional liability insurance, and many other benefits through our affiliates NEA, CTA, SEIU, and other education organizations. Members may join AAUP for free. Dues are not more costly than the fees you already pay under the "fair share" law. If your pay stub does not say DUESCFA, you are not a member.

3. Meetings and events

Your union held a Strike Informational School on Oct. 8th and an informational picketing action on Oct. 15th that were well-attended and brought media attention to our issues.

Oct. 19th – 28th, Strike Authorization Vote. You will be able to vote, if you are a member, on-line or at a polling station on campus. On-site voting takes place Oct. 20th 10-4:00, Marketplace Quad, and Oct. 26th 11-5:00 Library patio.

Nov. 17th, Tues., Long Beach, demonstration at the Board of Trustees Meeting. We are taking a bus, and will be there all day (you can drive). This may be our last chance to persuade the Chancellor to hear our case. Don't miss it!

Lecturers Lunches are Oct. 20th and 21st, KW, 11:30-1:00, and New Faculty Luncheon is Oct. 22nd, KW, 11:30-1:00. Remind your lecturer and new faculty colleagues that CFA is here to help them (and you).

You can also find these events on our web page www.cpp.edu/~cfa along with other announcements. We also have a chapter facebook page, CFA Pomona.

4. Representation

CFA represents faculty individually as well as in the collective bargaining process. Faculty encountering difficulty or questions about their treatment during RTP, lecturer evaluation or in other situations are advised to contact CFA. The first point of contact for the Faculty Rights Committee is Dr. Gwen Urey (facrightschair.po@calfac.org). Our Weingarten rights apply to every member of Bargaining Unit 3 (coaches, counselors, librarians, tenure-track faculty, and lecturers), whether full- or part-time, whether dues-paying or agency fee-paying.