



AAUP CTA NEA CSEA SEIU AFL-CIO

Cal Poly Pomona Chapter

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Report to the Academic Senate 9 March, 2016

I. Fact-finding and possible strike.

The fact-finder's report should come out before the end of the month. We hope it will encourage the Chancellor to come back to the bargaining table. Should the fact-finder's report not stimulate him to do so and he repeats the offer of a 2% raise that our constituents have told us to reject, we have no option but to continue preparing to strike. We don't want to, but we will.

Strike April 13, 14, 15, 18, 19, 7:00 a.m. – 8:00 p.m.

The strike authorization vote, the majority of communications from our members, and the research we have done on the status of our faculty tell us the strike will be a widely-supported action. We have the support of political leaders at all levels; we have allies among community organizations and other labor unions; the ASCSU and many CSU Academic Senates have passed resolutions supporting the strike; many ASIs have also done so. We are meeting with departments and other groups to work out the nuts and bolts of the action, and to make sure our members know they are within their HEERA and contractual rights to strike. Faculty in all categories (full professor, associate, assistant, lecturers with all sorts of appointments, counselors, coaches, librarians) are experiencing financial difficulties. There are some who make enough money, of course. If you're one of these people, congratulations.

II. Events Report

Strike Planning Meetings – We will have more of these.

Rally for the Chancellor's Visit

III. Chapter Elections

You will receive a nomination announcement and form from Emma Gibson in April, for positions on the local CFA chapter Board.

IV. Membership

See attached report.

V. Representation

At the Title IX Workshop sponsored by CFA and Faculty Affairs/Human Resources on Feb. 23rd, we had good attendance and a great deal of discussion. We will be holding further workshops, in an effort to reach all faculty with this important information, which is for your protection. The Executive Orders relating to Title IX and matters of discrimination, retaliation and harassment are serious, and it is easy to fall afoul of them unintentionally. Unionized employees have the right to representation in investigatory interviews. This is any conversation in which a supervisor or official asks you questions about a matter that could lead to disciplinary action. Our Weingarten Rights allow you to request that your CFA representative be present at any such conversation, without which you do not have to answer questions. Contact me or Gwen Urey at facrightschair.po@calfac.org for assistance.

As of March 2016, **66** percent of Unit 3 personnel with a non-zero time base at Cal Poly Pomona were members of CFA. During this academic year, this once stubborn number has budged from being stuck at 60% as faculty “see red” and demand a fair raise.

Figure 1 membership by rank

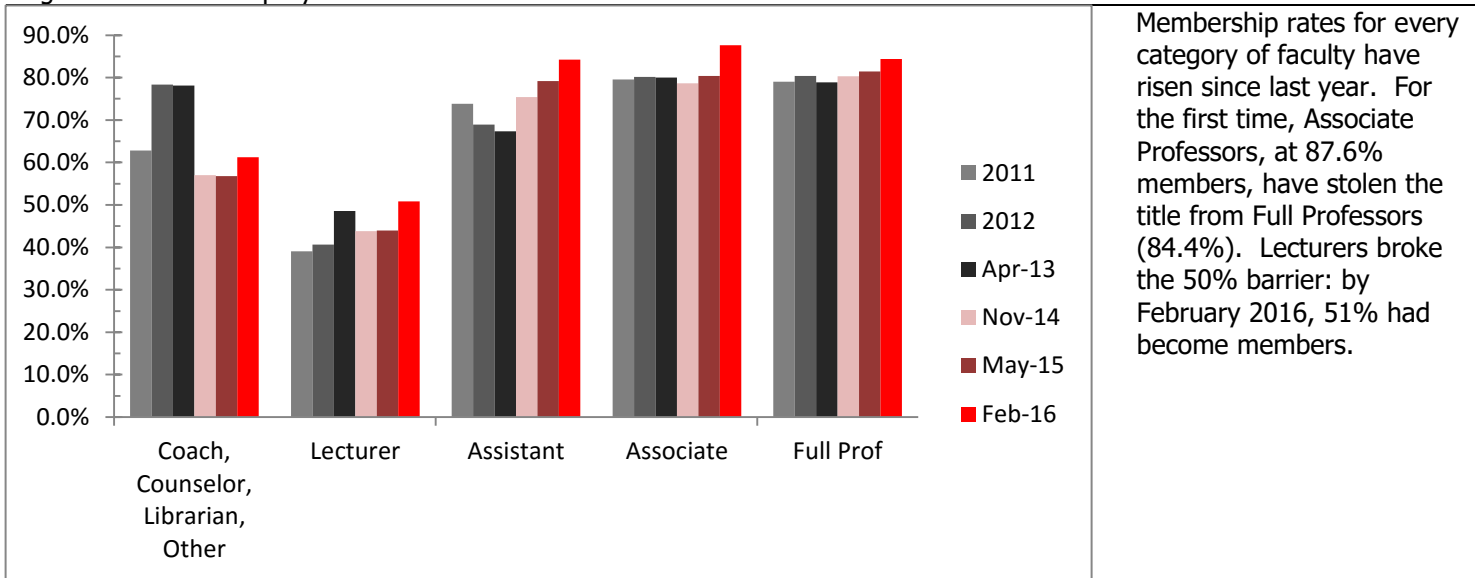


Figure 2 Members: year joined

