



AAUP CTA NEA CSEA SEIU AFL-CIO

Cal Poly Pomona Chapter

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Report to the Academic Senate 13 April 2016

I. Tentative Agreement

You have received communications from CFA Pres. Jen Eagan and me concerning the Tentative Agreement announced by the CSU and CFA on Monday, April 4th. Documents comprising the T.A. can be read at <http://www.calfac.org/item/tentative-agreement-documents> (revised Articles 31 Salary and 41 Duration and Implementation, along with a summary of the T.A.). There is now an FAQ page on the CFA web site <http://www.calfac.org/item/faq-tentative-agreement-april-2016>, which will tell you the details. To know whether you will be eligible for the SSI in 2017-18, look up where you are in the salary range for your position at <http://www.calstate.edu/hrpims/salary/SalarySchd20160318.pdf> on the Chancellor's Office web site. (Of course, these ranges will 'float up' after implementation of the General Salary Increases that precede the Service Salary Increase.)

Some members of our bargaining unit will benefit more than others from this agreement. If you do not make a very good salary now, you will not see much improvement, even if you get the SSI as well as the three GSIs. We still plan to direct our efforts to fixing the egregious, persistent inequities in our salary structure and hiring practices, along with our workload issues and all the other things that were not on the bargaining table this time around. The contract extension gives us a little respite from bargaining and demonstrating to think about how we want to address these other problems. If your retirement date is too soon for you to be on the 2016/17 payroll and you are not FERPing, you will not get the July 1, 2016 raise (but you should get the June 30, 2016 one). However, if you are retiring, you will be enjoying the best pension and benefits available to any public employees – future generations will have to work for ten years to be vested for health care, as opposed to our five. CFA agreed to this in the T.A. because it is still half the vesting time required for other state employees, and it is not pre-paid by ours and the employer's contributions. Let me know your concerns. Come to the next T.A. Forum. Read the materials. Remember that bargaining never results in perfect contracts (from the perspective of workers or management). If you believe that CFA could have done a better job in negotiating this one or in other ways, please give us your suggestions and solutions, participate in union events, take an active role.

II. Events relating to the T.A.

Wed., April 13th, 11:30-1:30, Tentative Agreement Forum, BSC, Ursa Major

Thurs., April 21st, 11:30-1:30, Tentative Agreement Forum, KW

RSVP jteepen@calfac.org for lunch.

Statewide CFA Bargaining Team members will be present to discuss the tentative agreement and answer your questions.

T.A. Ratification Vote Friday, April 22nd – April 29th. You will receive instructions on how to vote in the near future. YOU MUST BE A CFA MEMBER TO VOTE ON THIS AGREEMENT.

III. Chapter Elections

You will receive information about up-coming elections after the ratification vote. You will be asked for nominations. All elected positions will come open this spring. This includes:

**President
Vice President
Secretary
Treasurer**

Membership Committee Chair (members are not elected, and are representatives – volunteers welcome)
Affirmative Action Committee Chair
Elections Committee Chair and two Committee members
CFA Assembly Delegate – Tenure-track
CFA Assembly Delegate – Lecturer

Other positions that are appointed by the officers and may attend Executive Committee (Eboard) meetings include:

Faculty Rights Committee Chair and members

Political Action Committee Chair

Retirees Committee Chair

Department Representatives Council Chair (Department Reps to the CFA usually attend Eboard meetings, though may have separate meetings, and may be elected by their departments or volunteer)

Lecturer Reps Chair – traditionally, the same as Lecturer Assembly Delegate (Department Lecturer Reps to the CFA usually attend Eboard meetings, though may have separate meetings, and may be elected by their departments or volunteer)

Ideally, every department should have a Department Rep and a Lecturer Rep to the CFA Chapter Eboard.

Please consider running for one of the elected positions or serving your chapter in some way.