

Report to the Academic Senate

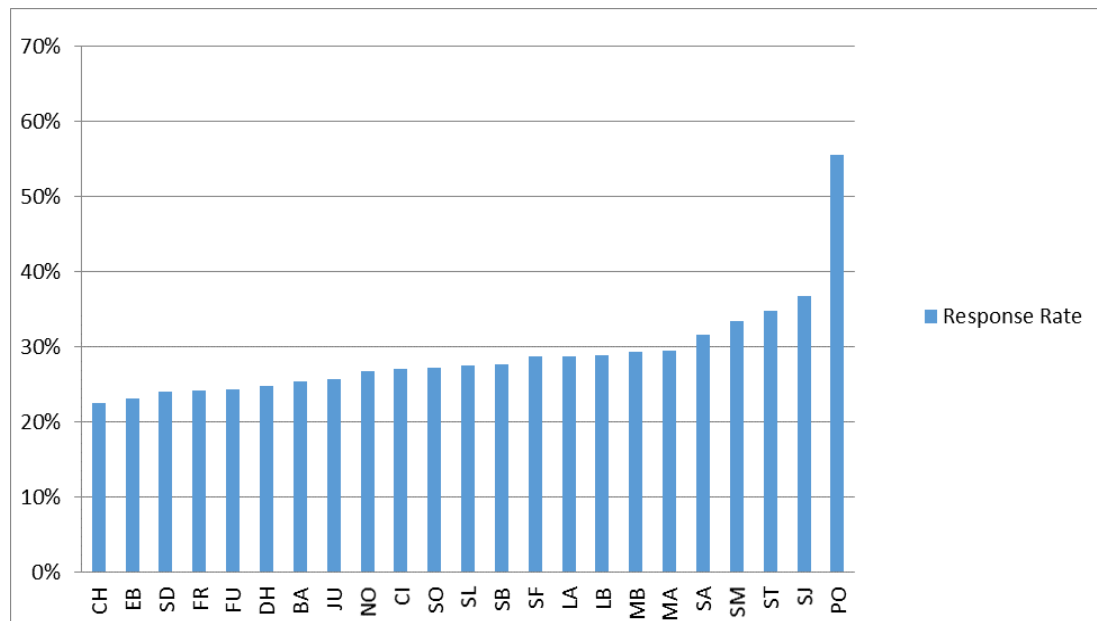
Wednesday, January 11, 2017

1. CFA Newsletter

First Winter 2017 Newsletter is posted at <https://www.cpp.edu/~cfa/Winter2017-1.pdf>. Please check it out. We have included the Benefits information and more in the Newsletter.

2. Bargaining Survey 2016

Congratulations to the Cal Poly CFA membership for an absolutely outstanding turnout with the CFA’s 2016 Bargaining Survey. Cal Poly’s response rate was 56%, which compared to both the response rate at the other CSU campuses and historical CFA response rates, is a truly amazing result. Furthermore, and more importantly, this demonstrates that the faculty, have an untapped potential to make very powerful statements to the CSU.



Among the 23 CFA chapters in CSU, our chapter is at the top in terms of number of members and percentage of members participating in the survey.

3. Communication

Letter to faculty regarding hate speech, hate crimes and violations of academic freedom from the 23 Chapter Presidents of the California Faculty Association. It is posted at <http://www.cpp.edu/~cfa/CFA ChapterPresidentsCampusClimateDec2016.pdf>

4. Representation

CFA is the exclusive collective bargaining representative for Bargaining Unit 3 (tenure-track faculty, lecturers, librarians, counselors, and coaches) of the CSU. In that role CFA negotiates a contract with the CSU administration for Bargaining Unit 3 and upholds the contract (Collective Bargaining Agreement, or CBA).

A major component of upholding the CBA is the “Duty of Fair Representation” where by State law, a labor union has the legal obligation to provide representation for any member of the bargaining unit (even if he/she is not a union member) in a dispute with the employer.

If an employee (Unit 3 member) is asked to meet with a representative of the employer and the meeting has the potential to lead to future disciplinary action, the employee is entitled to bring a union (CFA) representative to the meeting. It is up to faculty to ask for representation. If a faculty member wishes to engage the service of the CFA, the services must be clearly requested so that arrangements for CFA representation can be made. The first point of contact for the Faculty Rights Committee is Dr. Martin Nakashima (facrightschair.po@calfac.org).

Dr. W. Xie – CFA Pomona Chapter President