

**Report to the Academic Senate
Wednesday, October 26, 2016**

1. Membership

Membership Trends, from the overall point of view, and by appointment categories – *Prepared by DD Wills, CFA Membership Chair.*

	2015 Oct. All fac/CFA	% CFA	2016 April All fac/CFA	% CFA	2016 Sept. All fac/CFA	% CFA	2016 Oct. All fac/CFA	% CFA
PO	1210/750	62.0%	1055/765	72.5%	906/718	79.2%	1204/826	68.6%
CSU	26475/15567	58.8%	25798/16185	62.7%	22667/15451	68.2%	27459/16682	60.8%

2016 Oct.	T/T All /CFA	% CFA	Librarian All/CFA	% CFA	Lecturer <.40 All/CFA	% CFA	Lecturer ≥.40 All/CFA	% CFA	Counselor All/CFA	% CFA	Coach All/CFA	% CFA
PO	550/475	86%	10/9	90%	189/57	30%	422/270	64%	8/5	63%	25/10	40%
CSU	10613 /8387	79%	349/290	83%	5982/1621	27%	9563/5995	63%	226/163	72%	726 /226	31%

Pomona’s surge in membership last year has left us well above the system average. We can expect to see a downturn, as the administration continues its lecturer hiring practice and its non-tenure-track hiring practice. Part-time lecturers (including most coaches) join the union at much lower rates than any other category. If CSU faculty want to face the Chancellor’s bargaining team next year from a position of strength, we would do well to figure out how to make joining the union a great move for these lecturers, who teach a large portion of our students, generate a lot of FTES, yet have difficult lives and often do not feel a part of their departments.

2. Political Action

- CFA Endorsements: This list of CFA endorsed candidate can be found at CFA website: <http://www.calfac.org/endorsements>. (locally, Senate District 25 – Anthony Portantino)
CFA Pomona is coordinating Get Out The Vote (GOTV) for Anthony Portantino (678 S. Indian Hill Blvd. #220 - Claremont, CA91711). We are precinct walking on GOTV weekend Saturday, November 5, 2016 between 10am and 6pm and Sunday, November 6, 2016 between noon and 6pm. CFA needs and appreciates your help. Please let Jackie Teepen (jteepen@calfac.org) know if you can help and what shift you would like to walk.
- Proposition 55, the California Children’s Education and Health Care Protection Act, would accomplish many things for education in California, including:
 - a. Generate an estimated \$8 billion to \$11 billion in revenue each year to public schools in the state.
 - b. Allow the regressive sales tax portion of a 2012 initiative to expire, providing a tax cut for millions of working Californians.
 - c. Extend current income tax rates on the wealthiest Californians for 12 more years, directing 89% of its revenues to K-12 education and 11% to the state’s community colleges.

- d. Prop 55 would free up money in the General Fund for public higher education in California. It would help protect state funding for the CSU system—about \$250 million per year to be specific.

Pomona chapter is participating in statewide CFA phone banking efforts for Proposition 55. We have completed 95 phone banking hours by October 24, 2016.

3. Meetings and Events (Fall Quarter, 2016)

- New Faculty Welcome Lunch: Thursday, 10/27/16, 11:30 – 1pm at Kellogg West, RSVP: Jackie Teepen (jteepen@calfac.org)
- *A Journey Into Change: An Unconscious Bias Workshop* (Hosted by CFA and Co-Sponsored by Office of the President): Friday, 10/28/16, 11:30 -4pm, 4th floor Special Events Room, University Library (boxed lunch provided), RSVP: Jackie Teepen (jteepen@calfac.org)
- Lecturer Lunch: Tuesday 11/1/16 and Wednesday, 11/2/16, 11:30 – 1pm at Kellogg West, RSVP: Jackie Teepen (jteepen@calfac.org)
- Eboard/Deptreps meeting with President Coley: Thursday, 11/3/16, 12-1pm, 4th floor, University Library Special Events Room, RSVP: Jackie Teepen (jteepen@calfac.org)

4. Communication

- First Fall 2016 Newsletter is posted at <https://www.cpp.edu/~cfa/Fall2016-1.pdf>. Please check it out. We have included the Benefits Quiz information and more in the Newsletter.
- CFA All Faculty meeting was held last week. The turnout was good. Some good questions were raised at the meeting. The chapter is doing our best to present the membership with information, analysis, and direction about impacts for potential changes of pension and benefits contributions. Some analysis will be presented in an upcoming Newsletter.
- CFA launched the [2016 Bargaining Survey](#) last week to help inform our CFA Bargaining Team of issues and concerns members want addressed in the next faculty contract. Please allow 10-15 minutes of uninterrupted time for this important survey. Your responses are kept confidential.

If you are not a member yet, please [join CFA](#) today so you can make your voice heard! The survey is available online through 5 pm Dec. 1, 2016 at www.calfac.org/2016-bargaining-survey

5. 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 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 you (Unit 3 member) are asked to meet with a representative of the employer and the meeting has the potential to lead to future disciplinary action, you are entitled to bring a union (CFA) representative to the meeting. It is up to you to ask for representation and you **must make a clear**



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request if you want representation. 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