

**Report to the Academic Senate
Wednesday, November 9, 2016**

1. CFA Newsletter

Please check out the second issue of our CFA Newsletter. It is posted at <http://www.cpp.edu/~cfa/Fall2016-2.pdf>. I especially want to draw your attention to an editorial piece where we attempt to analyze the impact of potential changes with pension and benefits contributions. This information should provide a useful perspective with some of the topics in the CFA's 2016 Bargaining survey.

2. Bargaining Survey 2016

CFA launched the [2016 Bargaining Survey](#) to help inform our CFA Bargaining Team of issues and concerns members want addressed in the next faculty contract.

It's very important that our members complete the above mentioned [survey](#). In the next round of contract negotiations, our bargaining team may face a number of difficult, and sometimes incompatible, choices. Through this survey, you can communicate your priorities to the CFA Bargaining Team. [The survey](#) is available online through 5 pm December 1, 2016 and is for members only.

Please allow 10-15 minutes of uninterrupted time for the survey. Your responses are kept confidential.

If you know a colleague who isn't a CFA member but wants to [take the survey](#), encourage them to [join CFA](#) today so they can make their voice heard!

Contract talks with CSU management are scheduled to begin in summer 2017.

3. 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 request** if you want representation. The first point of contact for the Faculty Rights Committee is Dr. Martin Nakashima (facrightschair.po@calfac.org).

4. Others

CFA has been noticed the following that may impact members of unit 3.

- **AB 1887:** http://leginfo.legislature.ca.gov/faces/billNavClient.xhtml?bill_id=201520160AB1887

AB 1887, approved by Gov. Brown September 27, 2016, prohibit a state agency and the Legislature from requiring any of its employees, officers, or members to travel to, or approving a request for state-funded or state-sponsored travel to, any state that, after June 26, 2015, has enacted a law that voids or repeals, or has the effect of voiding or repealing, existing state or local protections against discrimination on the basis of sexual orientation, gender identity, or gender expression or has enacted a law that authorizes or requires discrimination against same-sex couples or their families or on the basis of sexual orientation, gender identity, or gender expression, as specified, subject to certain exceptions.

- **The Fair Labor Standards Act regulatory changes**

Guidance for Higher Education Institutions on Paying Overtime under the Fair Labor Standards Act: <https://www.dol.gov/whd/overtime/final2016/highered-guidance.pdf>

The new FLSA rules outlined by the U.S. Department of Labor will impact in various ways some of unit 3 employees as well as the University overall.

Dr. W. Xie – CFA Pomona Chapter President