



FROM LEFT TO RIGHT: RON COLEY, PRES. SORAYA COLEY, HARRIET LORD, BERNARD BANKS, JACKIE TEEPEN, EMMA GIBSON, MON YEE, GWEN UREY, NORM NISE, WEIQING XIE, MARTIN NAKASHIMA, AND DD WILLS

California Faculty Association

Pomona Chapter

Newsletter

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&

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Chapter President

Upcoming Events

- ❖ May 1, 2015 or thereafter – Re-opener bargaining
- ❖ May 12, Tues., 11:30-1:30, KW, “Lunch Presentation on Salary Re-Openers: Is it Time for Job Actions?” with Dave Bradfield, CFA Statewide. RSVP jteepen@calfac.org.
- ❖ Unemployment workshops for lecturers, May 13, Wed., 2:00-3:00, and May 28, Thurs., 12:00-1:00, Faculty Center 1:228.
- ❖ Board of Trustees of the CSU, May 19th, Long Beach.
- ❖ Title IX Sexual Harassment Training Workshop, Wed., May 20th, 12 – 2:00, Kellogg West, panelists Liz Pinkava, CFA Statewide, Anita Jessup, Director of Academic Personnel, CPP, W. Bruce Wilson, CPP Chief of Police, Carmen Muñoz-Silva, Director, Diversity and Compliance, Title IX Coordinator, Gwen Urey, Faculty Rights Chair, CFA Pomona.
- ❖ End-of-Year Mentoring RTP Luncheon, Thurs., June 4th, 11:30-1:00, KW. New and probationary faculty.



President's Perspective

By DD Wills

You received an advisory from the Provost concerning the campus-based equity program. It was not from me, despite the presence of my signature information on there, but we are consulting with them. Four CSU campuses (San Diego, Fresno, Chico, and Bakersfield) have now announced and begun to put in place their equity plans. My counterparts at those campuses say they have objections to some features of their campus plans, but at least they are moving forward. Several campuses do not even have a commitment to an amount they will spend, or have offered the faculty a truly tiny sum. Others are caught up in a morass of waiting for [fill in the blank], inability to do

calculations, and other excuses. We think we are in a good position now to make some progress. We hope we can get a program that will help many people. You've now received at least one of the three salary increases we were able to bargain for in the contract – the GSI, and the SRA and system-wide equity raise if you were eligible, so let's push to get the campus-based equity raise before the end of the year!

You have seen the second White Paper: "Race to the Bottom: Salary, Staffing Priorities, and the CSU's 1%" <http://www.calfac.org/race-to-the-bottom>. I had the opportunity of participating in the press conference that accompanied its release. CFA held a demonstration and spoke at the Board of Trustees meeting that same day. The information reported there and in the white paper concern the great gap between administrator pay and our pay, the growth in numbers of administrators over the past ten plus years, the characterization of university top personnel as corporate executives, and the many unpublicized financial and other perquisites of management that are not figured into their salary. We know all this, of course, but the public doesn't, and seeing it in graphic form is shocking, even to me. The paper is getting a lot of press attention. The third White Paper, "Race to the Bottom: Losing Ground and Losing Faith," reveals page after page of stories from CSU faculty (lecturers, librarians, counselors, coaches, tenure-line faculty) who are struggling to maintain a middle-class existence at various points in their careers, or wondering what happened to the promise of success at the pinnacle. The fourth paper is coming out in May.

CFA is issuing these studies to provide a factual, public context for bargaining, in the hope of getting the CSU to reconsider its priorities (the ultimate message of the white papers). They seem to value management more than instruction of students or the working and living conditions of those who instruct. If we can get this message across – that we're not a McDonald's, where it's somehow 'normal' for 'executives' to receive high pay and keep their workers' pay as low as possible – we can change the conversation.

We need your participation in this effort. We will let you know when and where to show up for the

next action, demonstrating that it is not just a few CFA leaders who don't like this state of affairs, but the great majority of faculty (and librarians, counselors, and coaches). It is especially important for you to be present and active in support of our bargaining goals, and to have a voice in saying what those should be.

Start by coming to the Board of Trustees meeting in Long Beach on May 19th!

Sick Leave Advice

By Gwen Urey

Protect your health information. Article 24 governs



sick leave, including what you may use your sick leave for—in addition to illness and doctor's appointments for yourself, you may use sick leave to care for immediate family and in the case of the death of an immediate family member. You should **not** use sick leave for things that are not on the list: do not use sick leave to take a vacation, engage in employment elsewhere, or participate in a demonstration.

If you are absent for three consecutive days or less, you are not normally required to document the

reason for your absence. If your absence extends beyond 3 consecutive days, you may be required to provide a doctor's note or other verification. The way the days are counted assumes that faculty members work Monday through Friday, and this is sometimes confusing. Suppose Dr. X teaches and has scheduled office hours and meetings on Monday, Wednesday and Friday, and calls in sick on Monday and Wednesday. When she arrives to teach her class on Friday, her chair asks her for verification of the purpose for the four day absence. "Four days!" Dr. X exclaims, "I only missed two days." The working assumption is that—because Dr. X did not communicate with her department to make clear on Tuesday and Thursday that she was available for work—that she was not available on any of the four days Monday through Thursday.

If you are diagnosed with an illness that will require extended use of your sick leave, perhaps even requiring the department to hire someone to fill in for your teaching, then it is no surprise that this will need to be documented. This is the CSU policy (from Technical Letter HR 2010-05):

When an employee is placed on CSU Family Medical Leave (FML) for his/her own illness or injury, it is CSU policy to require the employee to use his/her sick leave and/or vacation credits prior to going on any unpaid portion of FML. As a reminder, for all employees except Unit 4 employees, while an employee may request FML, it is the CSU's responsibility to designate and place an employee on FML.

You need not, however, inform your chair or your colleagues about the nature of your condition or diagnosis. To protect your privacy, this information should not be reported to your chair or your dean. You should report the absence to Mary Martinez (mamartinez@copp.edu) in Human Resources. As the Payroll Services Manager and Leaves Coordinator, she is responsible for verifying communication from your health care provider for your need to use sick leave (or unpaid personal leave for a similar purpose). She will communicate with your department, protecting your privacy and your right to use your leave.



Left to Right: Art Sutton, Shanna Ezzel, aide to Freddie Rodriguez, Assembly District 52, Bernadette Bolaños, Laura Hasbun, Norm Nise, Jay Swartz.

CFA Legislative Day

By Arthur Sutton

With 23 chapters from all parts of California, CFA has an effective relationship with the California Assembly and Senate.

Each year representatives from the CFA chapters descend on Sacramento for a CFA Legislative Day, roaming the capitol offices, meeting with the 80 members of the Assembly and 40 Senators.

Speaking to the CFA were Assmbllymember Evan Low, D-Campbell, who is the sponsor of the CFA bill to prevent required courses being shifted to extended education and Assemblymember Kevin McCarty, D-Sacramento, who chairs the Assembly subcommittee responsible for higher education finance.

Organizations often hold a noon rally on the Capitol steps, and this year CFA held its own. Starting at the new CFA headquarters on K Street a couple of blocks from the Capitol, a chanting procession made its way to the steps for short speeches from CFA members and legislators, including Assemblymember Jose Medina, D-Riverside, Chair of the Assembly Education Committee.

In addition to the Sacramento Legislative day, local visits are also made on Friday afternoon to the community offices of our legislators throughout the year. The visits are short, interesting and a way you can make a difference.

If you would be interested in participating in a Sacramento Legislative Day or joining a group making a visit to the local office of our legislators, please contact the CFA office. We need you.

CFA Lobby Day 2015

By Jay Swartz

Punctuated by cool rain, blustery winds and the appearance of four key state legislators, a spirited throng of CSU faculty, staff and students took part in a highly energetic Lobby Day program April 6-7 in Sacramento.

The major focus of the event was to raise awareness in the state legislature about the erosion of salaries and benefits among the CSU teaching faculty and professional staff in addition to the plight students face due to shortages of classes and rising tuition and fees.

Faculty, staff and students traveled to the capital from as far north as Arcata and south as San Diego to present a unified message of solidarity, simply that the current CSU budget is grossly inadequate to support system needs.

Central to the effort is the focus on Gov. Jerry Brown's annual budget, which calls for modest increases but to levels deemed insufficient throughout the 23-campus system. This has led various state lawmakers to propose to the governor an increase of roughly \$97 million more than what is proposed.

"I want to tell you that I do not support this \$97 million increase," Assemblyman Kevin McCarty (D-Sacramento) told a stunned group of CFA attendees at its reception dinner. Then, after a pause of stunned silence he added, "I am pressing for at least \$150 million more for the CSU."

CSU students were particularly effective in delivering the message throughout the day. One student for example told of the horrors of being forced to live in an automobile for an entire academic year due to rising costs while another explained she had to commute to a sister CSU more than 40 miles distant just to see an overworked lecturer trying to make ends meet working across three different campuses.

In the afternoon many CFA attendees spoke to the Assembly Higher Education Committee in support of Assemblyman Evan Low's (D-Campbell) bill to stop overcharging students needing required courses through campus open university/extended education schools and colleges.

"We try to graduate in time," one student stated with conviction. "But if you people who we voted for don't support us with enough funding then everybody loses."

The following week the CSU Academic Senate reinforced the message with a similar effort, leading to commitments from the leadership of both legislative chambers that they would support the move toward higher state funding. Assemblywoman Cheryl Brown (D-San Bernardino) was so motivated by the visits of CSU senators and students that she went so far as to talk directly to the governor about the issue the following day, leading to even higher optimism that better days lie ahead soon.

Our Recent Raises

By DD Wills

Lunch with Jane Self and Anita Jessup

On April 23rd, CFA hosted an event featuring Jane Self, Director of Payroll Services (Human Resources), and Anita Jessup, Director of Academic Personnel (Faculty Affairs). They presented information on the recent raises we have received (if we were eligible), which came from the new Collective Bargaining Agreement. These were:

- 1) GSI – 1.6% which everyone got March 1st or thereabouts
- 2) Reclassification of lecturers to be reflected in March 1st paycheck or thereabouts
- 3) Retroactive supplemental (to July 1, 2014) to GSI and reclassification – separate check – mid-March
- 4) SRA – up to 3% April 1st
- 5) System-wide equity pay, variable – April 1st
- 6) Retroactive for SRA and system-wide equity – separate check, not sure of payout date

Ms. Self described the process of calculating and distributing these raises. Faculty in the audience asked questions pertaining to their personal situations, and were encouraged to contact her at jself@cpp.edu or 869-2242. She extended the same invitation to all members of our bargaining unit.

Following are the main points from the presentation made by Ms. Jessup:

Office of Academic Planning, Policy and Faculty Affairs

April 23, 2015

New Collective Bargaining Agreement (CBA)

- Ratified by Board of Trustees on November 13, 2014

- CBA runs through June 30, 2017
- Negotiated pay provisions to be implemented in specific order – compounding effect

Article 31

Salary – Lecturer Range Changes

- 31.15 – Lecturer L range eliminated from CSU salary schedule
 - Converted to Lecturer A or B
- 31.16 – Lecturer L or Lecturer A with terminal degrees appropriate to teaching in the discipline in which they were appointed converted to Lecturer B
 - Not less than 5% increase; retroactive to 7/1/14, as appropriate

Article 31

Salary – General Salary Increase (GSI)

- 31.7 – GSIs – base salary increase
- All Unit 3 receive 1.6% retro to 7/1/14, as appropriate
- GSI for eligible employees in non-pay status (e.g., on leave) processed manually by the campus effective date employee returns to active pay status
- Employees with Unit 3 appointments in 2013/14 but who were not active or were on leave on 7/1/14, eligible for GSI at time of reappointment if reappointed to same class, range, campus
- Newly hired appointed effective 7/1/14 eligible unless appointment **excludes** negotiated increases
- Newly appointed on or after 7/2/14, or who appointed to tenure line after holding temp appointment, not eligible unless appointment offer **includes** language stating eligible

Article 31

Salary – Salary Recovery Adjustments (SRA)

- SRAs – address salary stagnation; effective 7/1/14, as appropriate
 - Three eligible faculty unit groups (excludes FERPs and RAs):
 - TENURED AND PROBATIONARY
 - TEMPORARY FACULTY UNIT EMPLOYEES WITH 3-YEAR APPOINTMENTS PER CBA ARTICLES 12.12 OR 12.13
 - COACHING FACULTY WITH 6 OR MORE YRS. CONSECUTIVE SERVICE IN SAME CLASSIFICATION, REGARDLESS OF PAY PLAN (E.G., AY OR 12-MONTH)
- 31.8 – SRAs – increases to SSI max (after GSI), no more than 3%
- Based on 7/1/14 salary rate, even if later received increase
- Temp faculty with initial 3-yr. appointment beginning 14/15, receive SRA effective start date in 14/15

Article 31

Salary – System-wide Equity Increase

- 31.10 – CSU funding \$2M system-wide equity increase for T/TT faculty only (excluding FERPs and rehired annuitants)
- Based on year of hire, and rank at year of hire
- If after receiving SRA, instructional faculty pay still below SSI maximum, then eligible for flat amount ranging from \$19/month to \$56/month (per table in CSU Technical Letter)
- SRAs and system-wide equity increases in pay warrants as of April 1 or April 2, 2015; retroactive payments separately made

Article 31

Salary – Campus-based Equity Increase

- Campus funded increase
- Per Provost's announcement to all faculty on 3/17/15
 - An annualized cost of \$1.2 million, phased in over two or more years depending on the budget
 - All tenure-line faculty are eligible for this campus-based equity program
 - Increases under this campus-based equity program are expected to be retroactive to 2015 January 1
 - The focus will be on those members who are seriously affected by salary inversion and compression
- Consulting with CFA

Contact information:

Anita Jessup Ext. 2277

The Pomona campus-based equity raise program will be finalized and announced very soon. Your CFA team do not know everything about what it will say, at present. We may not agree with or approve of all of its provisions, the implementation schedule, or the procedures used in arriving at the final awards, but we have had considerable access to the Provost and Faculty Affairs, participated in the process by making several proposals of our own, and given them critical feedback on their proposals. Your union leadership did not think it was a good idea to have any salary increase program be discretionary (at the will of the campus presidents), but were convinced by Chancellor White that it could work that way. Since there has been trouble of one kind or another on every campus surrounding these plans (a few campus presidents are only now saying they might inaugurate equity programs – it is

clear that White has had to twist a few arms), we have the same opinion we had before: if the administration is not mandated by the contract to

pay us what we need and deserve, they won't do it out of the goodness of their hearts, let alone the deep places of their wallets.

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