



CFA East Bay Bargaining and Campus Updates

Fight for Your Rights, Respect, and Justice!

Back to the Bay 2026

Meeting Agenda

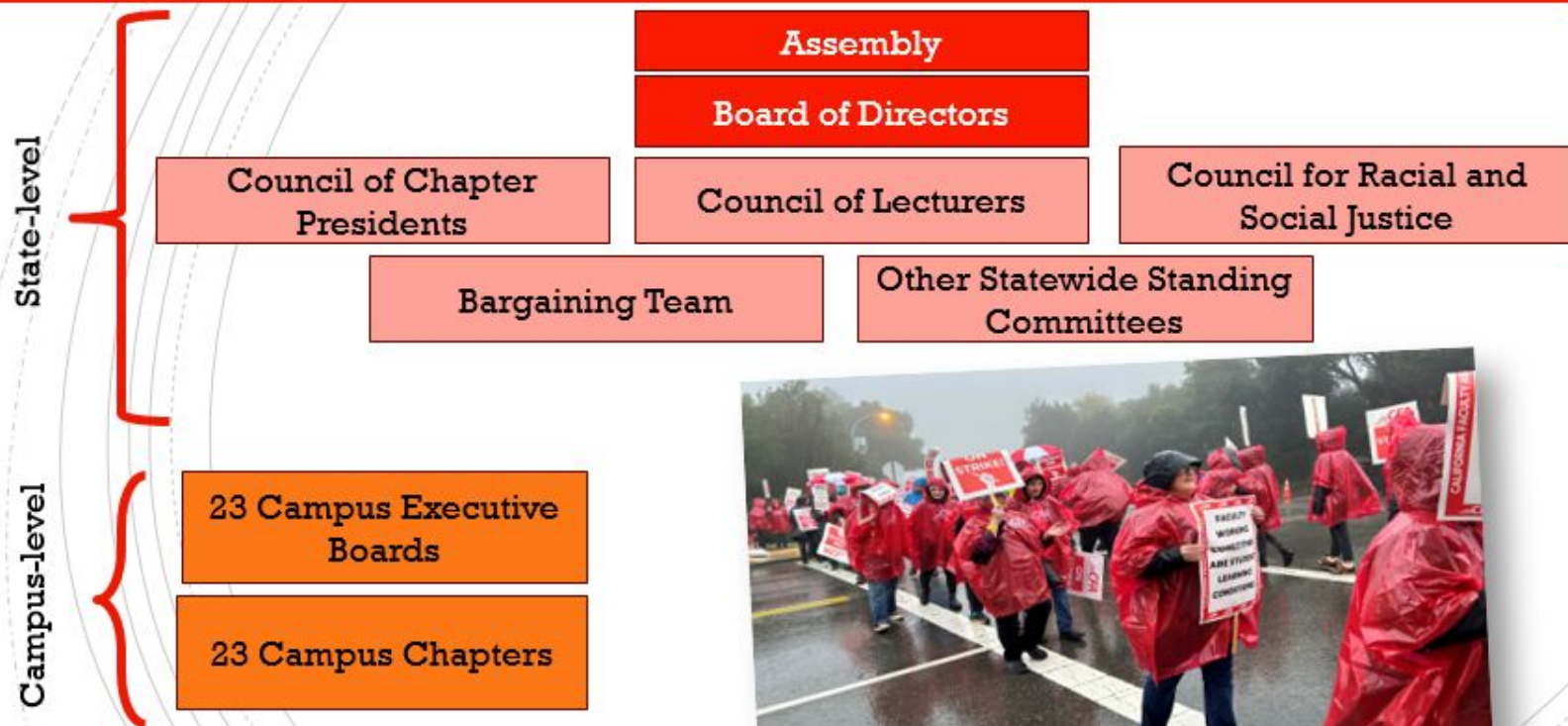
- Review Structure of CFA and our chapter
- Campus Updates
 - Bargaining Team
 - Membership & Organizing
 - Anti-Racism and Social Justice
 - Lecturer Representation
 - Faculty Rights
 - Upcoming Events
- How to plug in and get more involved!

What is the California Faculty Association?

- Union of 29,000 professors, lecturers, librarians, counselors, and coaches at all 23 CSU campuses
- CFA is the exclusive collective bargaining representative for CSU faculty. In that role, CFA negotiates a contract with the CSU administration
- We engage in...
 - Faculty Rights cases to address violations of our employment contract, including academic freedom
 - Membership and organizing activities
 - Anti-racism and social justice work in higher education
 - Political lobbying for issues important to our CSU community
- **CFA bylaws:** <https://www.calfac.org/bylaws/>



CFA Structure and Organization



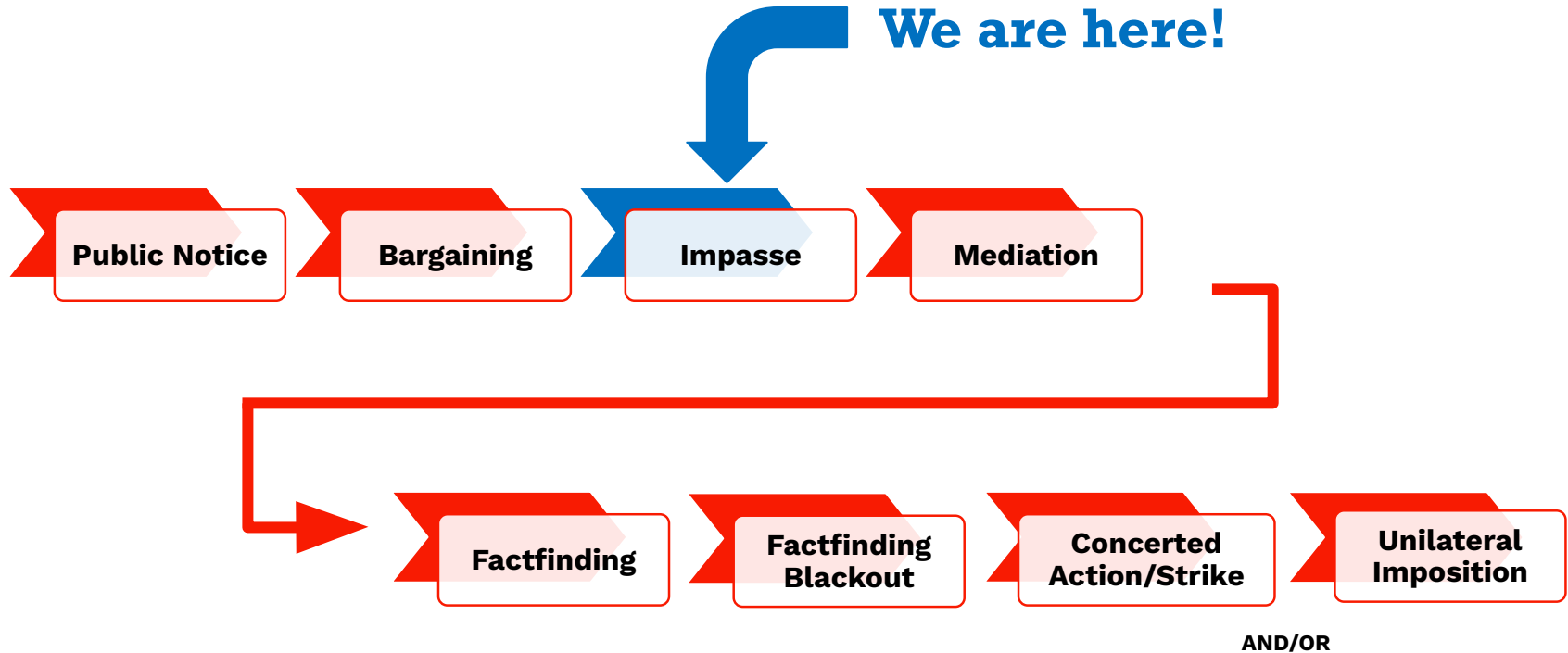
What's the latest?

- Collective Bargaining Agreement (CBA) is 206 pages of well-defined agreements
- Negotiation over a new CBA between the CFA and CSU management was supposed to start late fall 2024
 - Entire contract up for negotiation (all articles)
- Current CBA expired June 30, 2025, but has been extended as bargaining proceeded
- **Reached impasse as of July**

**CFA Bargaining
Representative for East Bay:**
Stephanie Seitz sseitz@calfac.org

**Bargaining
Updates**

THE BARGAINING PROCESS



SIDE-BY-SIDE BREAKDOWN OF CFA PROPOSALS VS MANAGEMENT TAKEBACKS

SALARY & BENEFITS



CFA PROPOSAL

- **A minimum salary of \$79,500**
- **Cost of Living Adjustment (COLA) + 2%**
- **Post-Promotion Increases in 2025-26 and 2027-28 (PPI)**
 - 2.65% increase for those eligible
- **Service Salary Increase (SSI)**
 - Every year (2.65%) for those eligible
- **System-wide equity program of \$10 million**

CSU MANAGEMENT

A one-time 3% (taxable) lump sum for 2025-26
A 3% GSI for 2026-27

Salary and Benefit reopener for 2027-28

A “workgroup” to review faculty health care benefits with a clear intent to shift the cost of healthcare onto faculty in 2028.

ACADEMIC FREEDOM



A **new stand-alone article** strengthening Academic Freedom protections in these difficult political times, including:

- Protections for instruction, research, and scholarly work
- Further protections for Counseling, Librarian, and Coaching Faculty

Language from **a 1971 policy** that is more rules than rights

ARTIFICIAL INTELLIGENCE (AI)



A **new stand-alone article** that affords faculty protections and opportunities regarding this new technology. This includes:

- Protections for using or refusing to use the technology
- Professional development resources to adapt pedagogy to incorporate the technology
- Further protections for faculty intellectual property

Management **wants an MOU that expires** where they refuse to agree that Counselor, Librarian, and Coach work not be replaced by AI

To see all proposals, go to:
www.cfabargaining.org

What is on the table?

WORKLOAD



- Courses need predictable caps on enrollment, to stop over-enrollment creep
- Research must be compensated
- Counselor direct service must be defined
- Counselors & librarians must have more flexibility in their work schedules
- Faculty on "temporary" contracts should be compensated for service work

REJECTED every proposal to address faculty workload

APPOINTMENT



- Long-term appointments to provide job security for Lecturer faculty
- Tenure-track faculty would not teach more than three courses per semester
- Counselor direct service should not exceed more than 65% of their workload
- More flexibility in counselor and librarian work schedules

REJECTED every proposal to improve job protections for faculty

SIGN UP FOR BARGAINING TOWNHALL FOR MORE: WWW.CFABARGAINING.ORG

Can the CSU Afford it?

- The CSU just received an increase in state funding.
- The CSU can afford to pay our Chancellor nearly one million dollars a year.
- The CSU can afford giving presidents up to 29% raises over the last 3 years.
- The system has over \$13 billion in cash and investments, and a \$472 million positive operating balance.
- The Chancellor has said this same thing in the last 5 budget cycles and every time the *independent* fact-finder has ruled that their claims are wrong.



Taken together, management proposals represent a **coordinated attack** on shared governance, job security, equity, and our work conditions.

Your participation, visibility, and solidarity strengthen our ability to push back and protect what we have fought to build.

Ask your colleagues to join us now!
Only members can vote on contract ratification.

JOIN CFA NOW:

**CFA Bargaining
Representative for East Bay:**
Stephanie Seitz sseitz@calfac.org

**Bargaining
Updates**

**SCAN
ME!**



Membership & Organizing Chair:

Amara Miller amiller@calfac.org

Updates on Membership & Organizing (M&O)

- **Recruiting Department Reps** - if you are interested in being a rep for your department, contact us asap.
- Organizing committee will meet every other week on Fridays from 1-2 pm (zoom), we will be focusing on **getting strike ready**
 - **Please contact me to get involved!**
- Also watching... Spanish BA still at risk of elimination in 2027, sign [the petition](#) to save the Spanish BA



- Events and trainings for faculty on reducing bias, TBD
- Continuing to organize Rapid Response network on campus and connection to broader East Bay rapid response networks
- Know-Your-Rights is about **COLLECTIVELY ASSERTING** your rights, not just knowing them



ARSJ Representative: Earl

Aguilera eaquilera@calfac.org

Updates from
Anti-Racism and
Social Justice

- Cuts to instruction during 2023-2025 led to a **42% reduction in lecturer faculty** with many lecturers shifted to more precarious contracts
- Still a budget deficit at CSUEB, but admin has not cut as many classes this year
- Having NFO for lecturers soon and will continue to fight for lecturer rights and protections
- Please contact us and/or get involved!



Lecturer Representative:

Kevin Pina kpina@calfac.org

Updates from
Lecturer
Representation

Updates from Faculty Rights

- Find faculty rights tips here:
https://www.calfac.org/news-index/?_sft_category=faculty-rights-tips
- Chair of our chapter's Faculty Rights Committee:
 - Stephanie Seitz sseitz@calfac.org

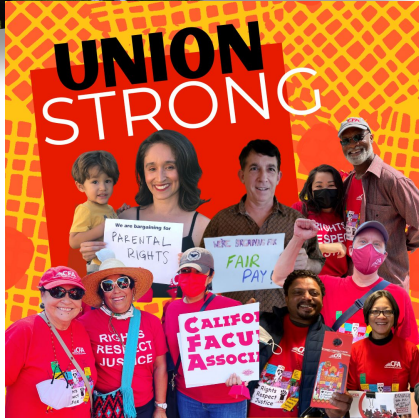
■ **Upcoming CFA-EB Events:**

- Aug 15 from 12 - 12:30 pm - turn out to support East Bay Labor Council and Teamsters 2010 info picket at CSUB Housing!
- Aug 17 President's Convocation - wear red! We will be tabling and will have t-shirts for members
- **Sept 2 from 12 - 2 pm Bargaining Town Hall with CFA President Margarita Berta-Ávila, location TBD**



Questions?

HOW DO WE WIN A FAIR CONTRACT?



- **Building power at our campus is how we win!** The best way to avoid a strike is to **BE FULLY PREPARED FOR ONE!**
 - **Join our Contract Action Team** by emailing our chapter or Amara Miller at amiller@calfac.org
 - **Show up at upcoming chapter actions** and be sure to snag a t-shirt!
 - Bring your colleagues into our union and the work
 - Keep your students informed



East Bay Chapter

**Contact
Information**

JOIN US!

**SCAN
ME!**



President: Jim Murray

jmurray@calfac.org

Vice President: Lyn Scott

lscott@calfac.org

Secretary: vacant

@calfac.org

Treasurer: vacant

treasurer.eb@calfac.org

Faculty Rights Chair: Stephanie Seitz

sseitz@calfac.org

Lecturer Representative: (Kevin) Pina

kpina@calfac.org

Membership & Organizing Chair: Amara Miller

amiller@calfac.org

Political Action & Legislative Chair: Kim Geron

kgeron@calfac.org

Council for Racial and Social Justice: Earl Aguilera

eaquilera@calfac.org

CFA Staff Representative: Nat Lowe nlowe@calfac.org

Office Manager: Mona Dongray mdongray@calfac.org

