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San Diego State University Chapter

Dear University of San Diego (USD) Non-Tenure Track (NTT) Faculty:

In solidarity, the San Diego State University (SDSU)- California Faculty Association (CFA) are writing to you our siblings at the University of San Diego (USD) to support your campaign. CFA is an anti-racism, social justice union of 29, 000 faculty members at the CSU and wholeheartedly support your endeavors of justice, equity and respect.

After recently engaging in eight months of reopener bargaining and numerous job actions, including two sets of strikes, thousands of CFA members voted to approve our Tentative Agreement (TA), according to results certified by the vote's third-party administrator. So we are aware of the power of union solidarity which reflects the strength of a powerful and dynamic democratic union.

Some of the notable wins in the contract include:

- Two General Salary Increases totaling more than a 10% raise for all faculty within the next six months.
- Raises the salary floor for our lowest-paid faculty.
- Increases paid parental leave.
- Acknowledges the need to improve students-to-counselor ratios,
- Addresses workload relief
- Addresses long-standing racial, social, and gender inequities.

Please be aware that the Tentative Agreement approval was a process. The CFA Bargaining Team met several times with CSU management over the summer (2023) on reopener contract bargaining. Throughout October and ending in November, members met in factfinding with an independent factfinder. When the factfinding did not produce a result in an agreement, CFA gained the right to legally strike.

We kept at the forefront the vision of our members for the CSU and that is the re-opened limited articles of our Collective Bargaining Agreement- workload, parental leave, salary, benefits, and health and safety directly support our students who actively participated at all levels of the Tentative Agreement process.

Remember there is power in solidarity! As CFA passionately says at the end of our gatherings, When we Fight, We Win and with that we stand in solidarity in supporting the University of San Diego (USD) Non-Tenure Track (NTT) campaign to form a union.

In Solidarity,

Gloria L. Rhodes

SDSU-CFA Chapter President on behalf of the SDSU-CFA Executive Board 2024