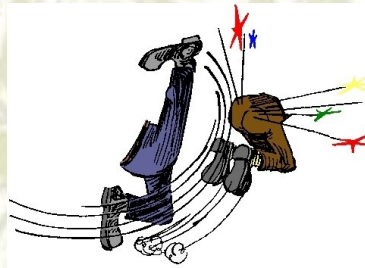


THE INSECURE TIMES

BREAKING NEWS!

CCA Provost Commends While College Cancels Union Bargaining Team Member's Classes



On September 2, CCA's Provost publicly commended members of CCA's faculty for their continued hard work towards forging a union contract. The Provost neglected to mention that the College has also canceled all the 2016-17 course assignments of a member of the non-ranked faculty bargaining team.

Possibilities:

1) The Provost is unaware of course assignments and cancellations even though the Provost currently has the final decision.

2) CCA unconscionably accepts unpaid work on its behalf without reciprocating with a paid job.

3) CCA is retaliating against a member of the union bargaining team.

This is but the latest example demonstrating why CCA needs a contract that defines transparent and standardized guidelines.

An institution that commits 78% of its teaching faculty to precarious and frightening working conditions is exploitative, not progressive.

It is time for CCA administration to instruct its lawyer to stop fighting the union. It is time to move productively towards a fair contract for non-ranked faculty that respects their contributions to the College and its students, and reciprocates with equal commitment.

HEY CCA, LOOK!

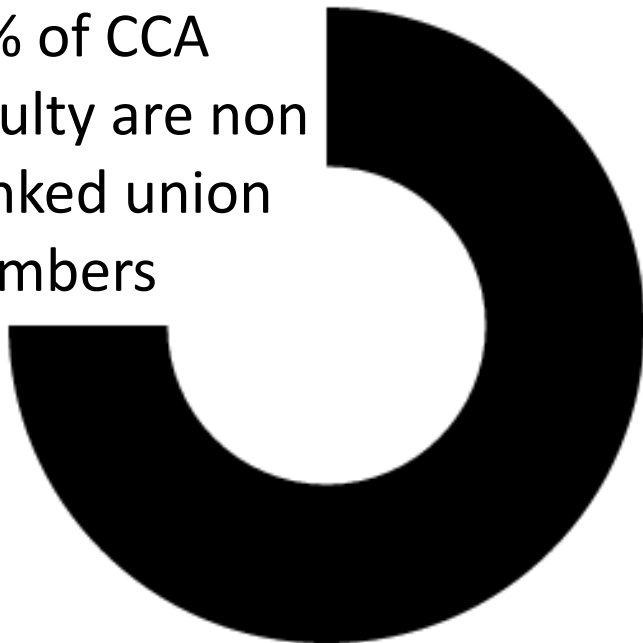
Over the **five years** following the great economic recession:

President Beal's compensation increased **62%**

A Non-Ranked Faculty's compensation increased **12%**

Adjusted for inflation, that's an increase for Non-Ranked Faculty of only **1%**

78% of CCA
Faculty are non-
-ranked union
members

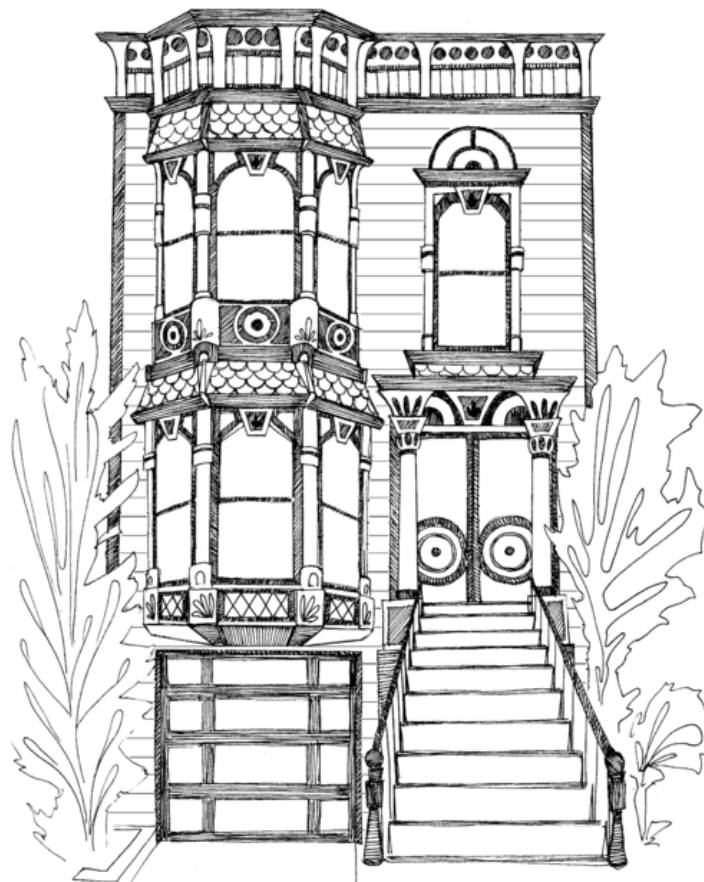


**California College of the Arts Income
Inequality**

Average Annual Salary for Non-Ranked Faculty:

- Lecturers: \$20,000
- Sr. Lecturers: \$23,000
- Adjuncts: \$27,000
- Sr. Adjuncts: \$31,000

President Stephen Beal Salary: \$628,077



\$3490 Average 1BR Apt.
San Francisco
That's \$41,880 per year, more
than a full-time Senior Ad-
junct makes at CCA.



* Actual quote from the CCA Administration Bargaining Team lawyer to the Non-Ranked Faculty Union Bargaining Team at the May 24th 2016 bargaining session.