

2009 Collective Bargaining Agreement

Summary Document

After several months of bargaining during a difficult budget year, the UFC bargaining team is proud to share our accomplishments in negotiating a new contract for the 2009-2013 period. These changes represent UFC's commitment to protect current standards on workloads in the face of administrative pressure to increase teaching loads, improvements in procedures that should reduce our bureaucratic burdens, and some modest gains in compensation. See below for some details. Full copies of the tentative agreements will be available at www.ufcentral.org very soon.

Process improvements

- The performance adjustment process has been reworked. In the new process, each college will establish generic minimum standards for merit, followed by the departments establishing department-specific standards – much in the way we determine standards for reappointment, promotion, tenure, and post-tenure review (RPT/PTR). In this process, evaluation standards will be more transparent and departments will have more input. The next performance adjustment process will occur in the spring of 2012 (putting it off for a year allowed us to increase the compression pool – see the compensation section).
- Post-tenure review shall be based upon the accumulated workload plans when those plans do not reflect standard teaching, research, and service loads. In short, PTR evaluations will be based upon approved workload plans.
- Post-tenure review shall be every 5 years (it was every three).
- Tenure track faculty shall be reviewed every other year (years 2, 4, and 6) unless their performance is somehow deemed to be deficient (reviews used to be every year).
- Prior to confirming an award of tenure in an initial appointment, the University will first provide an opportunity for input from faculty in the affected department (this applies to administrators who are hired into the University with tenure in a department).
- The grievance and complaint procedures have been streamlined.
- Seniority is strengthened as it applies to retrenchment.
- The duration of the contract will be four years, with reopeners for compensation and up to four articles - two by UFC and two by the administration.

Workload improvements

- UFC rejected efforts to eliminate Appendix A (how teaching workloads are established) and hardwire high teaching loads.
- Appendix A was strengthened to include the possibility of extra time for advising students and field supervisor placements. Workload credit for undergraduate-level individual study was slightly decreased (we can't win 'em all), though credit for undergraduate laboratory and field research remains unchanged.
- Tenure-track faculty are guaranteed (at a minimum) an average of 6 workload units of scholarship per year.
- One-quarter sabbaticals at full pay are now an option (2-3 quarter sabbatical pay remains at 75%).
- Faculty may earn up to 125% of their salary via grants, contracts, overload, etc. This includes the possibility of separate contracts (paid through CWU, but outside the formal workload plan) for working in self-support programs (ie – international studies, Continuing Education, music festivals).

- Members of the Labor Management Committee are guaranteed 2 workload units per year. This signals the importance of this group to contract implementation.

NTT Faculty improvements

- The minimum qualification for Senior Lecturer was changed to a minimum of 5 years working at CWU and the completion of at least 113 workload units (rather than annualized half-time over the most recent 5 years). This will allow a number of our longer-serving part-time faculty the opportunity to earn Sr. Lecturer status. Applications for Sr. Lecturer status may be submitted each quarter, to take effect the following quarter (this used to be an annual, not quarterly, process).
- Quarter contracted faculty become eligible for consideration for annual contracts after three years, not five.
- Coaches are now their own class of faculty (they used to be NTT faculty) with guaranteed minimum salaries. The category of senior coach has been established, along with the possibility of multi-year contracts for all coaches.
- Strengthened the requirement that the University send out letters of appointment as soon as possible, and certainly before the faculty member is expected to start work.

Compensation and benefits

- Phased retirement is back! Faculty aged 62+ will be able to apply for up to three years at up to 40% workload (all teaching). The time to apply will be during fall 2009, with 'phased' to start in the fall of 2010. At present, ***this is a one-time deal.*** However, in the future, UFC will be trying to make it an annual event.
- \$220,000 in compression money will be distributed in Fall 2011. A final process has yet to be negotiated, but it will be based roughly around how a full or associate professor's salary relates to their peer rank/discipline mean salary.
- Chair stipends will increase by \$750 per year, effective March 1, 2010.
- Performance adjustments (2009): Effective September 16, 2009, \$1500 per person to base and an additional \$2000 to base for the 10 faculty who received an exceptional performance adjustment. The next performance cycle will be in 2012.
- Those faculty promoted to Associate or Full Professor in 2009 during the salary freeze may request that the Provost re-evaluate their promotional increase, with any increases to take effect in the fall of 2010.

Once the faculty return from summer break in late September, UFC will be holding a couple of information sessions (open to all faculty) and a ratification vote (only UFC members vote). Look for more specific information then.

If you get the chance, thank your bargaining team members. They began work last fall collecting information from the faculty, compiling those data, writing a first draft of a new CBA, and then bargaining (from Feb through July). The bargaining team included: Karen Gookin, Bob Hickey, Keith Lewis, Megan McLean, Holly Pinkart, Tom Wellock, and Henry Williams. Ed Taub and Gary McNeil from UFWS spent a lot of time helping out. Finally, Wendy Bohrson and Peter Gries provided some backup, four extra eyes, and general assistance.