

# *Your Faculty Union*

## *The United Faculty of Central*

### *FAQ Sheet for new faculty*

The purpose of this sheet is to provide you with some information regarding 1) the United Faculty of Central's (UFC) role at CWU and 2) where to go for more information.

*Whom does UFC represent?* UFC represents all faculty on all matters related to wages, salaries, and terms and conditions of employment. The specific details are found in the Collective Bargaining Agreement (CBA). The most recent version available online can be found at <http://www.ufcentral.org> UFC highly recommends that you download a copy and have a quick look.

*Who are the UFC leaders?* UFC has a campus wide Executive Team of 6 officers and 9 other faculty. Over 30 faculty serve on our Stewards Council, representing the faculty in their departments. Lists of these faculty are attached.

*How do I become a member?* Visit <http://www.ufcentral.org/joinus.html> and download/print/fill out a membership form. Forms will also be available at the UFC table during new faculty orientation. You could also contact any of the officers, members of the executive board, or stewards for more information. Membership is voluntary. At present, a little over half the tenure/tenure track faculty are members; a smaller percent of the non tenure faculty are members. Members vote on union officers, ratify (or not) any future collective bargaining agreements, and participate in public policy issues in Olympia with the state legislature.

*What are union services and dues?* UFC has staff representatives to assist us in bargaining, lobbying, leadership development and legal representation. For fulltime, T/TT faculty, the annual rate is about \$704 (taken out of your paycheck in small chunks over 9 months, though you are a member for the full calendar year). For NTT faculty, the rate varies and is dependent upon your type of contract and teaching load. If you itemize your taxes, dues are tax deductible.

*Are department chairs faculty or administration?* All department chairs are members of the faculty, and, as such, are represented by UFC.

*How does the Faculty Senate fit into this?* The Faculty Senate is responsible for overseeing academic matters, while UFC handles wages and working conditions. The Senate also takes the lead on a dispute resolution process designed for faculty to work out their differences (UFC cannot take sides in faculty-faculty disputes).

*How would you describe current labor-management relations?* At the moment, UFC, the Faculty Senate, and the administration are working together to solve ongoing issues and move CWU forward. UFC attributes this to the current administration which appears to have decided that more can be done when all three groups are in communication and working together than otherwise. One outgrowth of this is the active Labor Management Council – a group of administrators and UFC members who meet regularly to discuss various issues.

*Whom do I ask when I have questions, suggestions, or want to be more involved?* Our stewards make up the front line of information dissemination. Check out the attached list of stewards and contact them first. If that



doesn't get your question answered, contact an officer or member of the executive board. Our 'official' email address is [unitedfaculty@gmail.com](mailto:unitedfaculty@gmail.com) - the president checks that hourly (or more often; he's an e-junkie).

UFC is committed to improving the quality of your work life – not only the financial aspects, but also respect, communication, and general work enjoyment.

### **A Very Brief History**

- The CWU faculty voted to unionize in 2004.
- We completed bargaining our first contract in spring 2006.
- We re-bargained three articles and financials in summer/fall of 2007.
- The entire contract will be re-bargained in 2009 (the existing contract expires August 31, 2009).

### **Some Highlights – What has UFC done for the faculty:**

- UFC bargained raises every year for the past four years—well in excess of state allocations!
- UFC rejected the reallocation of state COLA funds for other purposes, in the end bargaining more, not less, for all faculty.
- UFC negotiated an increase in insurance benefits—the university, not individual faculty, now pays long-term disability insurance.
- UFC has strengthened tenure and ensured due process procedures and academic freedoms.
- UFC provides effective organization for faculty interests.
- UFC has guaranteed faculty development funds (\$700 per year per T/TT faculty).
- UFC helped create the NTT position of senior lecturer and attached a 10% raise to it. We also codified other protections in terms of processes to deal with unfair/incorrect evaluations.
- UFC bargained the possibility of NTT multi-year contracts.
- UFC is taking a stand (pending class action lawsuit) on the administration's unilateral dismissal of faculty banked hours.
- UFC has strengthened shared governance, and provides legal recognition for faculty when negotiating issues related to hours, wages, terms and conditions of employment.
- UFC has increased access to information through department stewards, regular members and all faculty meetings, and email updates.
- UFC is the only legally recognized organization whose sole purpose is the improvement of your work-life.
- UFC is affiliated with AFT, AFTWA, WEA & NEA—see UFC website for benefits.

### **Important Dates This Month!!!**

- Faculty Tenure and Promotion Recognition Party – co-hosted by Faculty Senate and UFC: Time and place to be announced.
  
- **UFC Members and ALL NEW FACULTY** (regardless of membership status) ***Welcome Back BBQ***. Time/place/date to be announced at new faculty orientation.



## Contact Information

If you need to contact UFC, the best way is to **email Bob Hickey** (at [unitedfaculty@gmail.com](mailto:unitedfaculty@gmail.com)). Thanks!

*Mailing Address:*

UFC  
PO Box 157  
Ellensburg, WA 98926-0157

### UFC Officers

<b>President</b>	Bob Hickey	Geography
<b>Vice President</b>	Tom Wellock	History
<b>Secretary</b>	Wendy Bohrson	Geological Sciences
<b>Treasurer</b>	Karen Gookin	English

### UFC Executive Board

The four **UFC Officers** plus

<b>Chief Steward</b>	Marie Ferland	Geological Sciences
<b>NTT Faculty Member</b>	TBA	
<b>Bargaining Team Chair</b>	Bob Hickey	Geography
<b>Grievance Committee</b>	Roxanne Easley	History
<b>Campaign Activities Chair</b>	Rob Schnelle	English
<b>Membership and Organizing Chair</b>	TBA	
<b>Communications &amp; Publicity Co-Chairs</b>	Ed Gellenbeck	Computer Science



## UFC Stewards

These **department stewards** are your first contact with any issues/questions you might have.

<b>Steward</b>	<b>Department</b>
Steve Hackenberger	Anthropology
Tracy Andrews	Anthropology
Loran Cutsinger	Anthropology
Tom Cottrel	Biology
Joanne Peters	Chemistry
Michael Ogden	Communications
Ed Gellenbeck	Computer Science
Jim Schwing	Computer Science
David Shorr	Education
Keith Salyer	Education
Minerva Caples	Education
Karen Gookin	English
Lila Harper	English
Paulus Pimomo	English
Rob Schnelle	English
Ruthi Erdman	English
Dorothy Chase	Family and Consumer Sciences
Gary Richardson	Finance
Josh Nelson	Foreign Languages
Bob Hickey	Geography
Clay Arango	Geography
Carey Gazis	Geological Sciences
Marie Ferland	Geological Sciences
Wendy Bohrson	Geological Sciences
Harry Papadopoulos	HHPN
Jim Cook	History
Michael Ervin	History
Tom Wellock	History
Jim Roberts	Law and Justice
Stephen Glasby	Mathematics
Peter Gries	Music
Dan Lipori	Music
Sharon Rosell	Physics
Todd Schaefer	Political Science
Marte Fallshore	Psychology
Jack Dugan	Sociology
Brenda Hubbard	Theater

