

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>. We highly recommend that you download a copy and have a quick look.

Who are the UFC leaders? UFC has a campus wide Executive Team of 4 officers and 8 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 \$767 (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 - 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 was be re-bargained in 2009.

Some Highlights – What has UFC done for the faculty:

- UFC bargained significant raises from 2005-2008—well in excess of state allocations! Then the economy crashed, though more financial improvements are coming in fall 2011.
- 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 reality of NTT multi-year contracts.
- 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: Mid-fall quarter, time and place to be announced.

- **UFC Members and ALL NEW FACULTY** (regardless of membership status) ***Welcome Back BBQ***. 24 Sept: (315 West 10th Ave. 5:00 PM). UFC is providing burgers, dogs, chips, beer, and wine; please bring something to share!



Contact Information

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

Mailing Address: Geography Dept, MS 7420

or

UFC
PO Box 157
Ellensburg, WA 98926-0157

UFC Officers

President	Bob Hickey	Geography
Vice President	Holly Pinkart	Biology
Communications Officer	Wendy Bohrson	Geological Sciences
Financial Officer	Karen Gookin	English

UFC Executive Board

The four **UFC Officers** plus

Chief Steward	Marie Ferland	Geological Sciences
NTT Faculty Member	Chris Mayer	Library
Bargaining Team Chair	Holly Pinkart	Biology
Grievance Committee	Roxanne Easley	History
Campaign Activities Chair		English
Membership and Organizing Chair	Bob Rittenhouse	Chemistry
Communications & Publicity Co-Chairs	Ed Gellenbeck	Computer Science



UNITED FACULTY OF CENTRAL: Our working environment is our students' learning environment



UFC Stewards

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

Name	Department
Steve Hackenberger	Anthropology
Tracy Andrews	Anthropology
Tom Cottrel	Biology
Joanne Peters	Chemistry
Michael Ogden	Communications
Ed Gellenbeck	Computer Science
Jim Schwing	Computer Science
Dan Fennerty	Education - LL&SE
Keith Salyer	Education - TEACH
Dennis Szal	Education - Adv. Programs
Karen Gookin	English
Lila Harper	English
Rob Schnelle	English
Ruthi Erdman	English
Dorothy Chase	Family and Consumer Science
Gary Richardson	Finance
Josh Nelson	Foreign Languages
Bob Hickey	Geography
Clay Arango	Geography/Biology
Carey Gazis	Geological Sciences
Marie Ferland	Geological Sciences
Wendy Bohrson	Geological Sciences
Harry Papadopoulos	HHPN
Juan Robertson	IET
Christine Bernadas	ITAM
Jim Cook	History
Roxanne Easley	History
Michael Ervin	History
Michael Olivero	Law and Justice
Chris Mayer	Library
Stephen Glasby	Mathematics
Dan Lipori	Music
Sharon Rosell	Physics
Todd Schaefer	Political Science
Jeff Penick	Psychology
Nelson Pichardo	Sociology
Nadine Pederson	Theatre



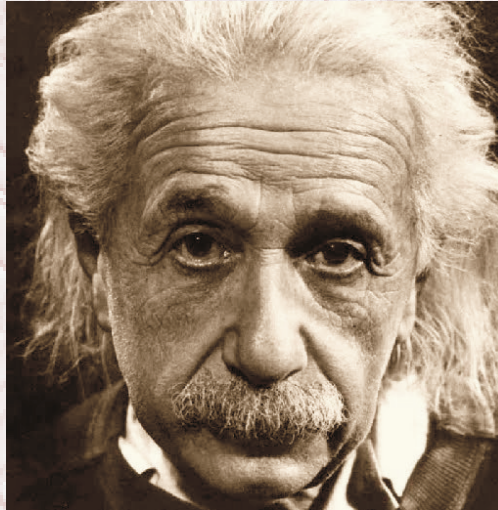
UFC Wants YOU. Become a Member!

Who are we?

UFC is the only legally recognized organization whose sole purpose is the improvement of your work-life.

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).
<http://www.ufcentral.org>

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.



"I consider it important, indeed urgently necessary, for intellectual workers to get together, both to protect their own economic status and, generally speaking, to secure their influence in the political field."

UFC is affiliated with the United Faculty of WA State (UFWS), WEA, and AFT-WA. These alliances give the faculty at the WA regional institutions greater political power.

In particular, we:

- Support legislation which protects contracts.
- Maintain pressure on legislators to support higher education.
- Actively support higher ed-friendly legislators via PAC contributions (www.ufcentral.org).
- Coordinate bargaining across CWU, WWU, EWU, and Evergreen.
- Have active support from WEA lawyers.

What UFC has done for YOU!

- UFC protects your workload, ensuring that teaching loads have not increased radically over the past few years.
- UFC strengthened tenure, academic freedom, and due process for faculty.
- UFC provides effective organization for faculty interests.
- UFC guaranteed faculty development funds (\$700/year for T/TT faculty).
- UFC bargained senior lecturer title and associated 10% raise.
- UFC bargained the reality of multi-year NTT contracts; each year, more are offered.
- Faculty are now evaluated less often for reappointment (every 2 years) and post-tenure review (every 5 years).
- UFC created an emergency assistance fund to help members when disaster strikes.
- UFC has strengthened shared governance and provides legal recognition for faculty.
- UFC has increased access to information via stewards, regular meetings, and email updates.

Financial Improvements

From the State

- 2005: 4.8% COLA
- 2007: 5.2% COLA

Additional Salary negotiated by UFC

- 2005 CBA
 - 3.45% COLA
 - \$600/faculty member in one-time money
 - 1% base salary increase for T/TT faculty who qualified for merit
 - Long-term disability insurance now purchased by the University
- 2007 CBA
 - 1.8% COLA
 - ~\$120,000 in base salary merit
 - 6% increase in chair stipends
 - ~\$500/faculty member in one-time money
- 2009 CBA
 - \$220,000 to address compression to be distributed in fall 2011
 - \$750 Chair stipend increase.
 - ~\$120,000 in base salary merit
 - Phased retirement returns

For more information and membership forms, visit <http://www.ufcentral.org>

Remember, the more members we have, the stronger the union and the more we can do for you!