

United Faculty of Central Annual Report, 2020-2021

June 16, 2021

According to the UFC Bylaws, one of my duties as President is to submit an annual report of UFC's activities. This report spans from July 2020 through June 2021. If you have questions about it, please email me at ufcentral.president@gmail.com.

For most of us at Central (as across the nation) this has been a year spent working from home. The COVID-19 pandemic has kept Central's classes predominantly online. At the time of writing, vaccinations are available to all US adults, and so we anticipate a return to campus, for the most part, in Fall 2021.

CWU has recently announced that the COVID vaccine will be required for all students and employees for the Fall. There will, however, be exemptions from that mandate, especially for medical and religious reasons as required by federal law. UFC has been advised by WEA that since the implementation of the vaccine mandate will affect faculty working conditions, it is subject to bargaining. UFC is therefore planning to discuss these matters with CWU over the months before Fall.

Officers

The elected officers this year have been:

- President: Gary Bartlett (Philosophy & Religious Studies / CAH)
- Vice President: Kara Gabriel (Psychology / COTS)
- Communications Officer: Amy Hoover (Aviation / CEPS)
- Financial Officer: Paul James (Biological Sciences / COTS)

This was the second year of the two-year term for these officers (with Gabriel completing the term started by Audrey Huerta). Hoover and James have now stepped down – Hoover after two years, and James after almost four – with great thanks for their contributions to UFC.

An election was held (via email) in May 2021, coordinated by Audrey Huerta. Bartlett and Gabriel ran to continue in their respective positions. They were joined by Sarah Feeney (Child Development & Family Science / CEPS) as Communications Officer, and Nancy Graber Pigeon (Management / CB) as Financial Officer. All four candidates were elected, having run unopposed.

Membership

The pandemic made this a difficult year for recruitment. Since faculty were for the most part not on campus, it was not possible to visit them in their offices. Further, UFC cannot use state resources for recruiting, which means we cannot contact faculty via their CWU email accounts for that purpose. These restrictions left us without any easy way to reach out to non-members.

We started Fall 2020 with 202 members. Numbers stayed more or less steady through the year. At time of writing we have 205 members. Given the usual summer attrition due to retirements and other departures, we are likely to begin Fall 2021 with around 180 or 190 members. We plan to return to focused recruitment efforts as soon as possible.

UFC events

No in-person events were possible this year.

A virtual all-members meeting was held on April 29, 2021. Officer nominations were closed, and there was an update on contract bargaining from the Bargaining Chair, Matt Altman.

A contract ratification meeting (also virtual) was held on June 11, 2021. See below for details.

Executive Board

UFC Executive Board members serve as points of contact with other faculty, and an advisory body for the UFC officers. The current members of the Board are:

- The four UFC officers
- James Avey (Management / CB)
- Ruthi Erdman (English / CAH; NTT faculty)
- Kevin Feeney (Interdisciplinary Studies / COTS; NTT faculty)
- Martin Kennedy (Music / CAH)
- Dan Lipori (Music / CAH)
- Sathy Rajendran (Engineering Technologies, Safety, & Construction / CEPS)
- Karen Roemer (Health Sciences / CEPS)
- Terry Wilson (Management / CB)

The Executive Board met on October 15, 2020, and once more on June 9, 2021 to endorse the tentative contract agreement (see below). Agendas and minutes are available on the UFC website. More regular meetings are expected to resume next year.

Labor-Management Council

The CBA (Sec. 26.1) requires CWU and UFC to maintain a Labor-Management Council as a forum for constructive labor-management relations and problem-solving. The members of the LMC this year were:

- *UFC representatives:* Gary Bartlett (UFC President), Kara Gabriel (UFC Vice President), Amy Hoover (UFC Communications Officer), Paul James (UFC Financial Officer)
- *CWU representatives:* Charlene Andrews (Faculty Relations Coordinator), Tim Englund (COTS Dean), Jill Hernandez (CAH Dean), Jeff Stinson (CB Dean)

The LMC met three times (all virtually) this year: on November 30, 2020, March 4, 2021, and May 20, 2021. Meeting agendas are available on the UFC website. The following topics, amongst others, were discussed:

- The process for approving overloads
- The status of assistant and associate chairs
- Multi-factor authentication for CWU network access
- Proposed changes to conflict of interest disclosures
- Changes to CWU's advising model
- Teaching modalities for Fall 2021

- Syncing of personal and state-owned devices
- Provision of review criteria at hire for new faculty
- Health and safety for the return to campus in Fall 2021

Grievances and complaints

UFC formally challenges some decisions of CWU administration by filing grievances (alleging CBA violations: Sec. 27.2.1), or complaints (alleging substantive academic misjudgments: Sec. 27.2.2). The following grievances and complaints have been filed this year:

Grievances

- Grievance 21-01G: Unreasonably vague letter of expectations (Level I, January 2021; Level II, February 2021)
- Grievance 21-02G: Unwarranted termination (Level I, February 2021)

Complaints

- Complaint 21-01C: TT faculty member denied reappointment (Level I, February 2021; Level II, March 2021)

MOUs signed

As detailed in last year's report, in Spring 2020 UFC and Central signed two MOUs concerning faculty working conditions. One addressed Spring instruction, and the second, scholarship. Then in June, a third MOU was signed, concerning the Summer and Fall 2020 quarters.

This year, a fourth COVID-related MOU was signed on January 4, 2021. This MOU extended many of the provisions of the previous three, in light of the continuing pandemic.

In November, Central and UFC signed an MOU about arranged courses. Because of reduced enrollment due to the pandemic, the University was increasingly often converting very low-enrolled classes into 'arranged' classes, and paying faculty at the rate for independent studies as in Appendix A of the CBA. An MOU was negotiated as a way to gain somewhat fairer pay for faculty teaching these classes in 2020-21, with the stipulation that the matter would be picked up and discussed in bargaining for the new CBA.

In January, an MOU was signed making additions to Article 24 (Disciplinary Action / Just Cause) of the CBA, to comply with new federal regulations concerning the handling of claims of sexual harassment under Title IX of the Education Amendments Act of 1972.

Contract bargaining

As noted in last year's report, 2019-20 was a bargaining year, during which a new contract was to be negotiated. However, COVID-19 forced a reevaluation of the bargaining situation. In Spring 2020 the two parties agreed to extend the 2017-20 contract by one year. (For details, see last year's annual report.)

Members of the bargaining team were:

- Matt Altman (Philosophy & Religious Studies / CAH), bargaining team chair

- Nancy Graber Pigeon (Management / CB)
- Dominic Klyve (Mathematics / COTS)
- Dan Lipori (Music / CAH)
- Sathy Rajendran (Engineering Technologies, Safety, and Construction / CEPS)
- Gary McNeil (WEA), chief negotiator

Bargaining for a new contract resumed in the 2020-21 year, with the same team representing UFC. A tentative agreement was reached on June 4. The Executive Board met on June 9 and unanimously endorsed the agreement. There was a members' meeting on June 11, at which Altman presented the major points of the agreement, and members asked questions.

The voting period for ratification began after the June 11 meeting and ended at 5pm on June 15. Voting was conducted via email, coordinated by Audrey Huerta. The result was a strong turnout and an overwhelming ratification of the agreement: 97 votes in favor and 4 against.

UFC Emergency Assistance Fund

As noted in last year's report, the CWU Foundation informed UFC that the Foundation would no longer house the UFC Emergency Assistance Fund accounts. This year, therefore, Vice President Gabriel has worked to convert the Fund into a 501(c)(3) account. The Fund is now recognized by the State of Washington and the IRS as a tax-exempt public charity. Direct donations can be set up from one's paycheck via the Washington State Combined Fund Drive.

Previously, UFC had one fund which was open to UFC members, and a separate fund for other CWU staff. There is now just one fund. Applications may be received from any CWU employee who is a member of either UFC, PSE (Public School Employees), or WFSE (Washington Federation of State Employees). No applications were received this year.

Financial report

As noted in last year's annual report, the officers decided it would be best for UFC to maintain a regular financial year of August 1 through July 31. Accordingly, a financial report was prepared in August 2020 by Financial Officer Paul James, covering the period August 1, 2019 to July 31, 2020. It is included here as an Appendix. The report shows income of \$11,734.46 and expenses of \$10,746.83, and thus a net increase in available funds of \$987.63.

An interim report for the current financial year, prepared by James in April 2021, showed income to that point of \$7,364.69 and expenses of \$6,400.22, and thus a net increase in available funds of \$964.47. A final financial report for the period August 1, 2020 to July 31, 2021 will be prepared by the new Financial Officer, Nancy Graber Pigeon, before Fall 2021.

Respectfully submitted,
 Gary Bartlett, UFC President
 June 16, 2021

APPENDIX: UFC Financial Report, August 1 2019 to July 31 2020

Submitted by Paul James, UFC Financial Officer

August 27, 2020

<i>Beginning Balance (1 August 2019)</i>		\$33,580.46
	<i>Income</i>	
	UFC dues (<i>breakdown below</i>)	\$11,722.53
	Interest	\$11.93
	Total =	\$11,734.46
	<i>Expenses</i>	
	Events	\$1,584.59
	UFC Website	\$278.29
	PO Box	\$234.00
	Zoom account	\$162.34
	Printing, phone	\$405.35
	FISH food bank donation	\$300.00
	UFC WLU Buyout	\$2,475.45
	UFC Summer salaries	\$5,306.81
	Total =	\$10,746.83
<i>Ending Balance (31 July 2020)</i>		\$34,568.09
<i>Net Change</i>		\$987.63

Academic Year 2019-20 Dues Income

UFC Dues	Amount
October 2019	\$1,273.97
November 2019	\$1,334.00
December 2019	\$1,354.01
January 2020	\$1,380.69
March 2020	\$1,424.05
April 2020	\$1,407.37
May 2020	\$1,427.38
February and June 2020	\$2,121.06
Total =	\$11,722.53