

UFC all-members meeting

May 8, 2019



Annual report of UFC activities, 2018-2019

Agenda

1. President's report

- a. UFC officers
- b. Regular activities
- c. Joint implementation
- d. Grievances and complaints
- e. Labor-Management Council
- f. Compression Taskforce
- g. Executive Board
- h. Compression taskforce

2. Vice President's report

- a. Current membership
- b. Liaisons (aka stewards)
- c. Bulletin boards
- d. A little history

3. Treasurer's report

4. Elections

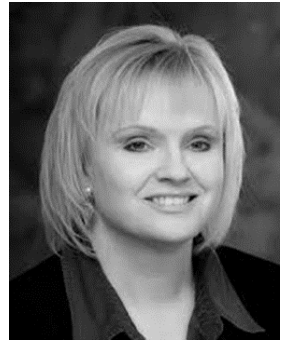
5. Bargaining team

6. Q&A



UFC officers

- President: Matthew Altman
(Philosophy & Religious Studies)
- Vice President: Gary Bartlett
(Philosophy & Religious Studies)
- Financial Officer: Paul James
(Biological Sciences)

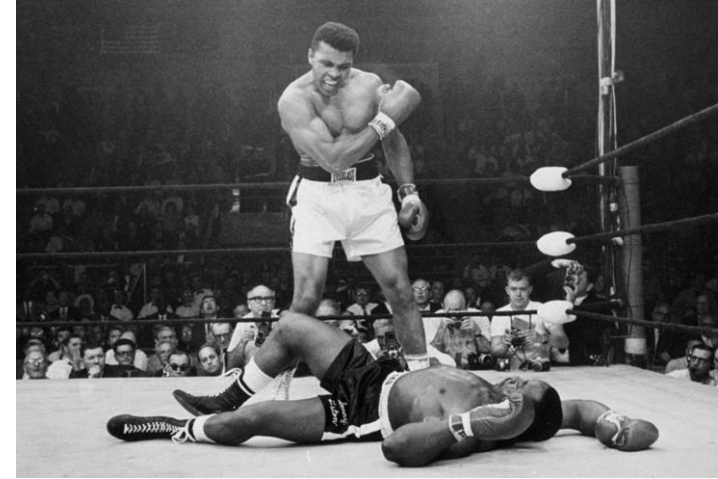


Ruthi Erdman
(English and DHC)



Dan Lipori (Music)

Fighting for faculty, enforcing the CBA



- Notification of summer proration
 - Advisors teaching UNIV 101
 - CEPS issues
 - Oversee process of investigation, pre-discipline, discipline
 - Advise faculty, chairs, and administration re: reviews, payment issues, etc.
 - Assist with Professional Development Plans (PDPs)
- ... and so on.

Jointly implemented policies

1. “Material progress” on a PDP
2. MOU regarding overload compensation
3. University-wide documentation standards



Grievances and Complaints (since June 5, 2018)

COMPLAINTS

- Complaint 18-01C: Overreliance on SEOs in Evaluating Teaching Effectiveness (Level I, Level II) (June 2018)
- Complaint 18-02C: (Material progress on PDP) (Level I) (July 2018)

GRIEVANCES

- Grievance 18-03G: (Denial of promotion for tenured faculty member) (Level II) (June 2018)
- Grievance 18-04G: Procedure and Standards for Promotion of Coaches to Senior Status (Level I) (July 2018)
- Grievance 18-05G: (Disciplinary action against a tenured faculty member) (Level II) (July 2018)

... more to come.



Labor-Management Council = CBA implementation

- UFC representatives

1. Matt Altman
2. Gary Bartlett
3. Paul James
4. Terry Wilson
(Marketing/Management)

- Joint Evaluation Taskforce (JET)
- Compression Taskforce
- Faculty summer obligations
- Phased retirement application
- NTT development funding
- Documentation standards
- Interdisciplinary program directors



Compression Taskforce (CBA 16.8)

- Lucinda Carnell
(Biological Sciences)
- Holly Pinkart
(Biological Sciences)
- Sathy Rajendran
(Engineering Technologies,
Safety, and Construction)



The Taskforce will submit its recommendations to LMC in mid-May.

Executive Board = Advisory board



3 UFC officers +

- James Avey (Management)
 - Ruthi Erdman (English & DHC)
 - Amy Hoover (Aviation)
- Audrey Huerta (Geological Sciences)
 - Dan Lipori (Music)
 - Sathy Rajendran (ETSC)



Vice President's report ...

CURRENT MEMBERSHIP



Total Members: **199** (25.8% of all faculty + coaches)

By college:

COTS: **80** (36.5% of COTS faculty)

CAH: **74** (42.5% of CAH faculty)

CEPS: **32** (13.3% of CEPS faculty)

CB: **6** (8.5% of CB faculty)

Other: **7** (10.6% of non-coll. fac./coaches)

By rank / title:

Full professors: **78** (51.7% of full profs.)

Associates: **47** (38.2% of associates)

Assistants: **30** (32.3% of assistants)

Sen. lecturers: **25** (29.8% of sen. lects.)

Lecturers: **19** (6.7% of lecturers)

LIAISONS (a.k.a. STEWARDS)



Liaisons in COTS:

Paul James* (Biol.)
Holly Pinkart (Biol.)
Audrey Huerta^ (Geol.)
Bob Hickey (Geog.)
Steve Hackenberger (Anth.)
Rodrigo Rentería Valencia (Anth.)
Cynthia Zhang (Soc.)
Jeff Penick (Psych.)
Rich Marsicano (Psych.)
Roger Schaefer (L&J)
Todd Schaefer (Poli. Sci.)

Liaisons in CAH:

Roxanne Easley (Hist.)
Ruthi Erdman^ (Eng./DHC)
Josh Welsh (Eng.)
Matt Altman* (P&RS)
Gary Bartlett* (P&RS)
Rodney Bransdorfer (WL)
Josh Nelson (WL)
Dan Lipori^ (Music)
Martin Kennedy (Music)
Keith Lewis (Art+Design)

Liaisons in CEPS:

Sarah Feeney (FCS)
Amy Hoover^ (Aviat.)
Sathy Rajendran^ (ETSC)

Current Liaisons in COB:

[None]

Current Non-College Liaisons:

Julie Carmen (Libr.)

* = UFC officer

^ = UFC Executive Board member

THANK YOU to these folks! Are **you** willing to be a liaison? Talk to Gary Bartlett!

BULLETIN BOARDS

CBA Article 4 – Union Rights, Sec. 4.6: “At its election and expense, the Union may have installed and may maintain bulletin boards in University buildings frequented by faculty members for purposes of communicating with its members.”

Last quarter we purchased six enclosed bulletin boards (36"H x 30"W). We are now in the process of selecting locations for them, and hope to have them installed over the summer or in the fall, in the following six buildings:

Samuelson	Black	Language & Literature
Shaw-Smyser	Purser	Science I

These buildings were chosen because they are heavily-occupied by faculty.

Our hope is that these boards will increase UFC’s **visibility** to faculty.

More boards may be purchased and installed in the future if these six prove useful.



A LITTLE HISTORY...

DID YOU KNOW? This year is UFC's 25th anniversary!

The letter at right is from April 1, 1994, but it's no joke... It alerted the BOT Chair to the formation of a new labor organization: **United Faculty of Central**.

We've come a long way since then. Most notably, ten years later, in July 2004, UFC became the collective bargaining agent for Central's faculty.

What was going on in those ten years? And then in the 15 after that? **Follow UFC on Facebook!** I'm posting some interesting documents from UFC's past. For example, the **reply** to the letter at right from then-president Ivory Nelson...



CENTRAL WASHINGTON UNIVERSITY

Office of the President

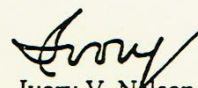
April 8, 1994

MEMORANDUM

TO: Chair Sue Gould and
Members of the Board of Trustees

SUBJECT: Faculty Collective Bargaining.

I would be pleased if you would inform Mr. Walter "Spike" Arit and Dr. Frank Carlson that until the issue has been decided by the Legislature giving the faculty the right to bargain collectively, the Board of Trustees will not entertain the idea of conducting a bargaining representative election.


Ivory V. Nelson
President

gc

Attachment

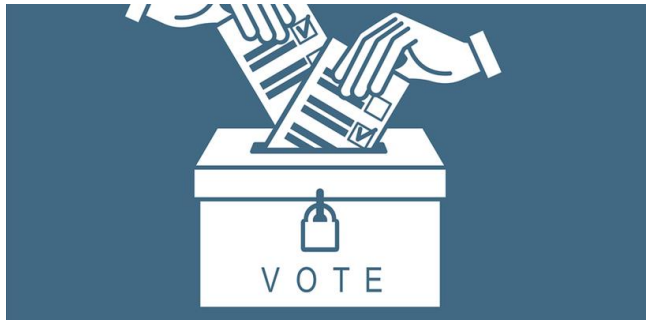
UFC Treasurer's Report

<i>Beginning Balance (June 1, 2018)</i>	\$27,538.48	
<i>Income</i>	UFC dues	\$12,156.09
	Interest	\$12.82
	Total income =	\$12,168.91
<i>Expenses</i>	President summer stipend	\$5,667.13
	Events	\$2,071.47
	Bulletin Boards	\$1,749.32
	Printing	\$179.88
	UFC Website	\$168.00
	PO Box	\$214.00
	Total expenses =	\$10,049.80
<i>Ending Balance (May 8, 2019)</i>	\$29,657.59	



Nominations Committee

- Matt Altman (P&RS, CAH)
- Wendy Bohrson (Geol., COTS)
- Dan Lipori (Music, CAH)
- Sathy Rajendran (ETSC, CEPS)



Bohrson will oversee voting.

Email voting: Now-May 23

Paper ballots: May 23

Voting closes: May 23, 5 pm

UFC election

Slate of officers for 2019-2021

- President: **Gary Bartlett**
(Philosophy & Religious Studies, CAH)
- Vice President: **Audrey Huerta**
(Geological Sciences, COTS)
- Communications Officer: **Amy Hoover**
(Aviation, CEPS)
- Financial Officer: **Paul James**
(Biological Sciences, COTS)

Nominations from the floor?

UFC Bargaining team, 2019-2020

- Matt Altman (Phil. & Rel. Studs., CAH) – Bargaining Team Chair
- Nancy Graber Pigeon (Management, CB)
- Dominic Klyve (Math, COTS)
- Dan Lipori (Music, CAH)
- Sathy Rajendran (ETSC, CEPS)
- Gary McNeil (WEA) – Chief Negotiator



Questions?



UFC: Our working environment is our students' learning environment.