

United Faculty of Central Collective Bargaining Agreement, 2021-2023 Digest of Changes

Prepared by: UFC Bargaining Team

Bargaining and ratification process

UFC reached a tentative agreement with Central Washington University on June 4, 2021. Below is a digest of changes to the previous CBA. The current agreement and the tentative agreement, with the specific language being changed, are posted on the UFC website. Both the UFC Bargaining Team and the UFC Executive Board recommend a YES vote for ratification by UFC members. The UFC ratification vote will occur by email and will be available after our June 11 members meeting and until June 15. Please refer to the UFC website (www.ufcentral.org) for details regarding ratification.

During the 2019-2020 academic year, we were in the process of negotiating the current CBA, which was set to expire on August 31, 2020, when Governor Inslee issued several proclamations to address the COVID-19 pandemic. The governor's restrictions, coupled with uncertainty about the state budget, prompted UFC and CWU to agree to a one-year contract extension with a new termination date of August 31, 2021. The state legislature did not pass a biennial operating budget until April 26, 2021. Nonetheless, UFC and CWU accomplished our goal of reaching a tentative agreement before the end of spring quarter 2021.

Prior to the bargain, UFC identified faculty concerns through a faculty survey in fall 2019 (243 responses); communication with individual faculty, including current and former UFC officers; and the judgment of the UFC Bargaining Team. UFC's primary goals for this bargain were:

- 1) Increase compensation for all faculty, both across-the-board raises and faculty development funds.
- 2) Improve job security for NTT faculty.
- 3) Improve the review process for reappointment, tenure, promotion, and post-tenure review.
- 4) Clarify and contractualize several positions that are undefined in the current CBA.

We made substantial progress on all four of our bargaining priorities.

The proposed contract duration is two years, covering 2021-2023.

Compensation (Article 18)

1. Across-the-board raises for all faculty and coaches are as follows:

- a. 2021-2022: 3%
- b. 2022-2023: 1%

2. Starting in AY 2022-2023, development funds will increase for all faculty:

- a. In addition to the annual \$1200 per T/TT faculty development funding, which is unchanged, a \$100,000 pool will be available annually to support travel for T/TT faculty to present scholarship/creative activities at conferences, etc.
- b. The NTT faculty development pool will be increased from \$25,000 to \$40,000 per year.

3. Senior lecturer merit award is increased from three percent (3%) to four percent (4%) of base salary.

4. The chair merit application process is separated from the PTR process. Chair merit remains a 3% increase to base salary.

Non-tenure track faculty appointments (Articles 8 and 10)

1. Beginning in fall 2021, *guaranteed* multi-year contracts for long-serving NTTs: Senior lecturers who have held senior status for four (4) or more years and who have had an FTE of 0.50 or greater in a college for four (4) or more consecutive years will be issued a minimum two-year contract.
2. NTTs who have been on an annual or multi-annual contract and who are scheduled to teach at least thirty-six (36) workload units in the following year will not be reduced to quarterly contracts.
3. All NTTs are eligible for multi-annual contracts.
4. NTTs on annual or multi-annual contracts will be reviewed annually. NTTs on quarterly contracts have no mandatory reviews but may request reviews.
5. NTT faculty who are eligible will apply for Senior Lecturer status during spring quarter, and status takes effect the following fall.

Review process (Article 24)

1. Documentation: Failure to properly document accomplishments in the file under review can be corrected at three points:
 - a. File remains unlocked for two weeks after the file is submitted to the department for the purpose of submitting missing documentation.
 - b. Missing documentation can be included after the department review and prior to the college review.
 - c. Missing documentation can be included after the college review and prior to the provost's review.
2. Periods under review are clarified for all faculty.
3. Provost's recommendation must include "a justification and rationale" when it differs from other recommendations (from the department and college).
4. "Material progress" on a professional development plan (PDP) is defined as "substantive, documented effort on the part of the faculty member to accomplish the goals set out in the PDP."

Contractualizing positions (Articles 8, 12-14)

1. The new contract defines and clarifies working conditions for the following positions:
 - a. Interdisciplinary Program Directors, with a minimum five workload units of reassigned time. (Article 13)
 - b. Assistant Chairs, with a minimum five workload units of reassigned time. (Article 12)
 - c. Program coordinators, graduate coordinators, etc. (Article 14)
 - d. Research associates. (Article 8)

Workload (Article 17)

1. Although workload units will still be distributed among teaching, scholarship, and service, faculty will no longer be required to allocate units to the specific scholarship and service activities under those two categories. This avoids "fractionalization" of workload. Faculty should complete research and service required for their next review.
2. Flexibility in allocating annual workload among teaching, research, and service remains, with a "general" and "typical" allocation of 36/6/3 for tenured faculty. This was previously undefined in the CBA. TT faculty are still guaranteed six (6) workload units for research.
3. Any change to workload after it is approved by the dean requires agreement by the faculty member, chair, and dean.

Arranged courses (Appendix A)

1. The new contract incorporates workload requirements from the MOU regarding conversion of low-enrolled courses to arranged courses.

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