

**United Faculty of Central  
Annual Meeting minutes  
June 30, 2020  
Zoom, 3.00pm-4.05pm.**

Present: UFC officers Gary Bartlett and Kara Gabriel; Bargaining Chair Matt Altman; and about 40 UFC members.

Meeting called to order at 3.03pm.

**Annual Report.** UFC President Gary Bartlett presented his annual report. The complete report is provided separately from these minutes, as is the PowerPoint presentation from the meeting. In brief, the report and the presentation covered the following topics:

1. UFC officers: currently Gary Bartlett (Pres.), Kara Gabriel (VP), Amy Hoover (Comm.), & Paul James (Finan.). Audrey Huerta was VP until June 1.
2. Membership: currently 218, which is up by 18 from last year, thanks largely to the efforts of recruiters Bob Hickey and Ruthi Erdman.
3. Past issues:
  - a. UFC notice boards went up in six (high-faculty-occupancy) buildings over last summer.
  - b. Compression and equity funds were distributed to the salaries of 36% of T/TT faculty in Fall.
  - c. The PERC ruled that flight instructors were not faculty. UFC decided not to contest this ruling. The flight instructors are now represented by PSE.
4. UFC events:
  - a. Tenure and promotion celebration (Nov. 7, 2019)
  - b. All-members meeting (Mar. 12, 2020) was cancelled due to coronavirus
  - c. The present all-members meeting (June 30, 2020)
5. Executive Board: The four officers, plus James Avey, Ruthi Erdman, Kevin Feeney, Martin Kennedy, Dan Lipori, Sathy Rajendran, Karen Roemer, and Terry Wilson.
6. Labor-Management Council: Bartlett, Huerta, Hoover, James; plus Franken (Interim Provost), Andrews (Fac. Rels. Coord.), Hernandez (CAH Dean), Stinson (CB Dean).
7. Complaints and grievances: five complaints and six grievances have been filed this year.
8. Contract bargaining: the two parties agreed on a one-year extension to the current CBA. They will meet in Fall to discuss raises, and then later in the year to bargain a new CBA.
9. The COVID-19 pandemic:
  - a. UFC has signed three MOUs, relating to Spring instruction, scholarship, and Summer/Fall 2020.
  - b. The BOT's March declaration of financial exigency did not trigger Section 25.3 of the CBA, "Financial Exigency Resulting in Layoffs." UFC continues to monitor the situation. CWU cannot start layoffs without talking to UFC first.

- c. We conducted a survey of faculty opinion about the pandemic situation, and CWU's response to it.

10. Emergency funds:

- a. Two disbursements to UFC members, of \$1000 each, have been made this year.
- b. The CWU Foundation is no longer willing to house our two emergency funds. VP Gabriel is working on creating a 501(c)(3). Both funds (for UFC members, and for staff) will be rolled into it once it's ready. No donations can be made for now.

11. Financial report: the current officers have decided to delay this until Fall. It's awkward to give it now, because not all dues income has arrived. Our financial year will now be Aug. 1–July 31. Informally, UFC is in great financial shape: income this year is expected to exceed expenses by at least \$500, and we should start Fall with over \$30,000 in the bank.

**Q&A / Discussion.** President Bartlett, with contributions from Bargaining Chair Matt Altman, fielded questions from members regarding several topics, including:

- In at least some colleges, the University is refusing to put NTT faculty's names into the catalog, because they don't yet have contracts.
- It was suggested that UFC might put some of its own money into the emergency funds.
- Concerns were raised about students refusing to wear masks in class in the Fall:
  - What kinds of documentation are acceptable as an excuse not to wear a mask? The University should be clear with students and faculty about this. Perhaps they should provide a statement for faculty to put in their syllabi.
  - What should faculty do if a student (without an excuse) refuses to wear a mask? What steps should be followed? Who should be contacted?
- What level of transparency can we expect from the University about its finances? (Matt Altman addressed this question. A clause in the contract extension requires the University to supply certain financial information.)
  - Follow-up: if the University provides the bargaining team with financial information, will UFC make it available to faculty? (Altman: it depends on whether it's publicly available or not. Some information may need to remain confidential, within the bargaining context.)
- It is a concern to faculty with young children that the ECLC is still not slated to open until September 9, even though faculty will be on contract starting September 1.
- What is the University telling students about Fall classes? In particular, are students being warned that they will be expected to wear masks in face-to-face classes?

Meeting adjourned at 4.05pm.