

**United Faculty of Central (UFC)
Annual Report, June 2022- July 2023**

In the last year, UFC has focused on enhancing our campus presence and reconnecting with our members. We've launched a quarterly email update to all members of our bargaining unit, passed out UFC member buttons, and met quarterly with the Chair of Faculty Senate and the Chair of the Academic Department Chairs Organization in addition to our standing meetings with President Wohlpart and Provost DenBeste.

We've hosted a Fall Union Social at The Pearl Bar and Grill as well as holding a February Bargaining Kickoff and a June Ratification Meeting at Grupe Center -- in addition to a May Spring Members Meeting via Zoom. We are also excited to announce the recommencement of UFC's annual Tenure and Promotion Celebration and New Faculty Welcome event this coming October 12, 2023, at Gallery One. Plan to attend and wear your UFC button!

UFC is also acutely aware of the effects of inflation on our members. We have spent the last year working hard to ensure that raises approved by the Washington State Legislature for higher education employees are passed along to you. This year alone, UFC has delivered 1% (September 2022) and 3% (January 2023) raises to base pay. The recently ratified 2023-2027 collective bargaining agreement (CBA) provides 4% (September 2023) and 3% (September 2024) raises with a set reopener to negotiate compensation in the last two years of the agreement.

Raises are occurring during challenging times for CWU's enrollments and budget. We all know colleagues and friends who have not had contracts renewed or who have chosen to retire or resign from CWU. UFC recognizes the countless contributions made by these colleagues to UFC and CWU.

A New Contract Begins in September

In June, UFC members voted to ratify the 2023-2027 CBA between CWU and UFC. In July, the CWU Board of Trustees also voted to ratify. We are proud of the efforts of UFC's Bargaining Team in protecting what works for faculty and delivering a new CBA that starts this September.

Some of the changes to the upcoming CBA include:

- 4% (September 2023) and 3% (September 2024) increases to base salaries with a set reopener to negotiate compensation in the last two years of the agreement.
- Parental leave for TT/T and NTT faculty on annual or multi-annual contracts that lasts a full quarter.
- Improved job security for NTT faculty and a review process that more appropriately mirrors the process for T/TT faculty.
- Protecting the chair position against administrative overreach and clarifying chair merit.
- Broadening scholarship and service to include work in diversity, equity, and inclusivity.

A synopsis of the changes and the new CBA are available at <https://www.ufcentral.org/documents>

Thanks to UFC's Bargaining Team

UFC's Bargaining Team began preparing for negotiations in Fall quarter and, in Winter quarter, presented their plans to UFC members at the February Bargaining Kick-Off Event. Spring quarter involved long days at the negotiation table. If you see them, thank them for their hard work.

- Matt Altman (Philosophy & Religious Studies/CAH), Bargaining Chair
- Amy Claridge (Family & Consumer Sciences/CEPS)
- Nancy Graber Pigeon (Management/CB)
- Dominic Klyve (Mathematics/COTS)
- Dan Lipori (Music/CAH)
- Gary McNeil (WEA), chief negotiator

High impact courses and instruction are a cornerstone of student learning at CWU and a cornerstone of the CBA. Embedded in the CBA's Appendix A is a 1 class hour = 1 workload unit ratio for lecture/demonstration/laboratory/activities classes. That ratio allows for beginning and returning students to learn and gain real world experience from faculty -- a fundamental reason for being a CWU student. UFC thanks ADCO and faculty who shared their experiences with us and stood behind the UFC bargaining team to uphold this vital ratio and learning standard.

UFC Officers

Among their many tasks, UFC's Officers represent faculty in meetings with CWU administration, work to ensure the appropriate application of the CBA, file grievances and complaints, communicate with the bargaining unit, and oversee the management of union dues.

The elected officers this year were:

- President: Kara Gabriel (Psychology/COTS)
- Vice President: Clay Arango (Biology/COTS)
- Communications Officer: Sarah Feeny (Family & Consumer Sciences/CEPS)
- Financial Officer: Lauren Wittek (Library Sciences).

In June, Lauren resigned from CWU to pursue opportunities outside Washington.

Thank you, Lauren, for your work!

In May, UFC held an election for 2-year terms (2023-2025) with Clay, Sarah, and I reelected to our roles and Joshua Welsh (English/CAH) graciously stepping up as new Financial Officer!

Thanks to all the members who voted in the officer election!

UFC Executive Board

UFC Executive Board members serve as points of contact with faculty, and an advisory body for the UFC officers. Thank you to the current Executive Board members!

Chong Eun Ahn (History /CAH), James Avey (Management/CB), Stuart Boersma (Math/COTS),

Ruthi Erdman (English/CAH; NTT faculty), Kevin Feeney (Interdisciplinary Studies/COTS; NTT faculty), Liz Fountain (ITAM/CEPS; NTT faculty), Ian Loverro (CSEL/CEPS), Dan Lipori (Music/CAH), Karen Roemer (Health Sciences/CEPS), and Terry Wilson (Management/CB)

The Executive Board provided advice throughout the year via email and met virtually on February 6 and May 30.

Labor-Management Council

CWU and UFC 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: Kara Gabriel, Clay Arango, Sarah Feeney, Lauren Wittek
- CWU representatives: Charlene Andrews (Faculty Relations Coordinator), Tim Englund (COTS Dean), Sathy Rajendran (CEPS Dean), Jeff Stinson (CB Dean)

The LMC met on November 14, 2022 and February 13, 2023. Among the topics discussed were conversions of low enrolled classes into arranged classes, DEI training, the NTT review period for evaluations, and SPID Director and Program Coordinator formulas.

Grievances and Complaints

UFC formally challenges some decisions of CWU administration by filing grievances (alleging CBA violations: Sec. 29.2.1), or complaints (alleging substantive academic misjudgments: Sec. 29.2.2). No complaints were filed this year. The following grievances were resolved:

- Grievance 22-02G: Delay in implementation of merit salary increase granted to a Senior Lecturer (Level I, May 2022; Level II, July 2022)

MOUs

Four MOUs were signed this year.

- Provided 3% compensation increases to base salary beginning January 1, 2023, for all TT/T and NTT faculty (September 2022).
- Ensured that the pool of \$100,000 to support travel by TT/T faculty would be expanded to include travel in the summer up to August 31, 2023 (October 2022).
- Acknowledged a typo in the 2021-2023 CBA that inflated the minimum salaries for assistant coaches and allowed all current full-time assistant coaches to retain their inflated base salary going forward while not having to repay the overpayment (December 2022).
- Clarified that because the 2021-2023 CBA indicated that senior lecturer merit was to “take effect the quarter following their award” that CWU would apply the 4% increase in the summer for senior lecturers awarded merit in spring 2023 (May 2023).

Membership

During the year, there were almost 500 faculty at .50 FTE or higher and approximately 40% of those faculty were members of UFC. Of those faculty at .50 FTE or higher, 57% in COTS were UFC members, 48% in CAH were members, 21% in CEPS were members and 18% in CB were members.

Throughout the year, our membership has stayed at or above 200 members even though we've lost a few members to administration. Jason Knirck is now CAH Dean. Lucinda Carnell is the Interim VP for Diversity, Equity, and Inclusion. Rodrigo Renteria-Valencia is the Interim Associate Dean of the School of Graduate Studies and Research. We also mourn the passing of Stephanie Stein in Psychology.

Thanks to all our new members for joining this year and thanks to Ruthi Erdman who helped recruit in Winter quarter.

UFC Emergency Assistance Fund

Thanks to all the folks who showed their support by donating to the fund this year! You can donate by check or take 5 minutes to set up a monthly payroll deduction. Instructions are available at <https://www.ufcentral.org/emergency-fund>

No applications for emergency assistance were received this year.

Financial Report

A preliminary financial report for the period August 1, 2022 to July 25, 2023 for fiscal year ending July 31, 2023, shows total revenues of \$10,052.24 and total expenses of \$13,972.78. A full list of UFC's expenses will be available in a final annual financial report.

UFC's revenues were lower than expected due to a delayed payment from WEA; we anticipate that we will receive this payment as an "extra" payment of ~\$1,300 in the next fiscal year.

The increased expenses for this fiscal year were primarily due to summer salaries for the UFC President and Bargaining Chair who were involved in negotiations between UFC and CWU that ultimately resulted in a MOU for 3% pay raises for all faculty beginning in January 2023. We expect summer salary expenses for 2023 to be approximately half the cost of that for 2022 and anticipate that revenues will exceed expenses in the next fiscal year.

Closing Remarks

I appreciate your support for UFC over the last year. It is truly an honor to serve as UFC President.

Please email any questions or comments to ufcentral.president@gmail.com.

Respectfully submitted,
Kara Gabriel
UFC President
July 27, 2023