

**UFC
Bargaining
Kick-Off**

Wednesday
Feb 22, 2023
12:00 pm
Grupe Center



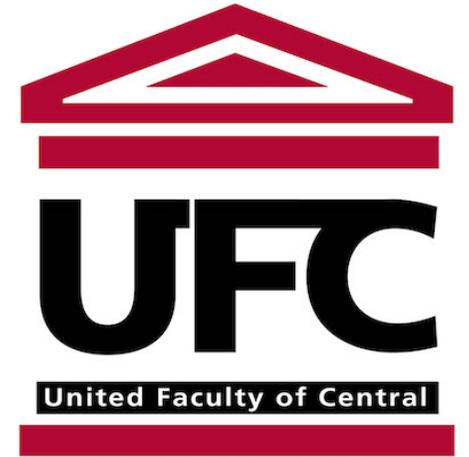


1.UFC Update
(Kara Gabriel)

2.UFC Membership Update (Clay Arango)

3.Bargaining Update
(Matt Altman)

4.Open Question Period



UFC Update



- Current officers: **Kara Gabriel** (President), **Clay Arango** (Vice President), **Sarah Feeney** (Comm. Officer), and **Lauren Wittek** (Financial Officer).
- Over the five contracts UFC has bargained with CWU, UFC secured **over 40% in across-the-board raises.**
- In our current contract (2021-23), UFC secured
 - A **\$100,000 travel pool** for T/TT faculty (on top of the existing \$1,200 in development funds), and an **increased pool of \$40,000** for NTT faculty (up from \$25,000).
 - An **increase in the senior lecturer merit raise** from 3% to 4% of base salary.
 - **Guaranteed multi-year contracts** for senior lecturers who have held senior status for four or more years at half-time or more.

Where Do Your Dues Go?



- Your dues support our affiliate organizations, including United Faculty of Washington State (UFWS), Washington Education Association (WEA), and American Federation of Teachers-Washington (AFT-Washington).
- These organizations speak out on higher education issues to the Governor, State Legislature, and policy boards.
- Your dues also support your local elected officers.

2020-21 salary	3% raise, Fall 2021	1% raise, Fall 2022	3% raise, Winter 2023	Total raises, 2021-23
\$90,000	\$2,700	\$927	\$2,809	\$6,436
\$75,000	\$2,250	\$773	\$2,341	\$5,363
\$60,000	\$1,800	\$618	\$1,873	\$4,291
\$50,000	\$1,500	\$515	\$1,560	\$3,575
\$40,000	\$1,200	\$412	\$1,248	\$2,860

Focus on State Issues

- When the legislature appropriates funds for raises to higher education, it uses a formula called a “fund split” with state appropriations providing only a portion of the funds and the rest coming from legislatively authorized tuition increases.
- UFWS, WEA, and AFT-Washington have worked hard to increase the percentage of funds from state appropriations in the fund split from a low of 50% to the current 66%.
- The 4% and 3% increases for July 1, 2023 and 2024, respectively, negotiated between the governor and the coalition of state employee unions provide a solid starting point for UFC and CWU’s upcoming negotiations.

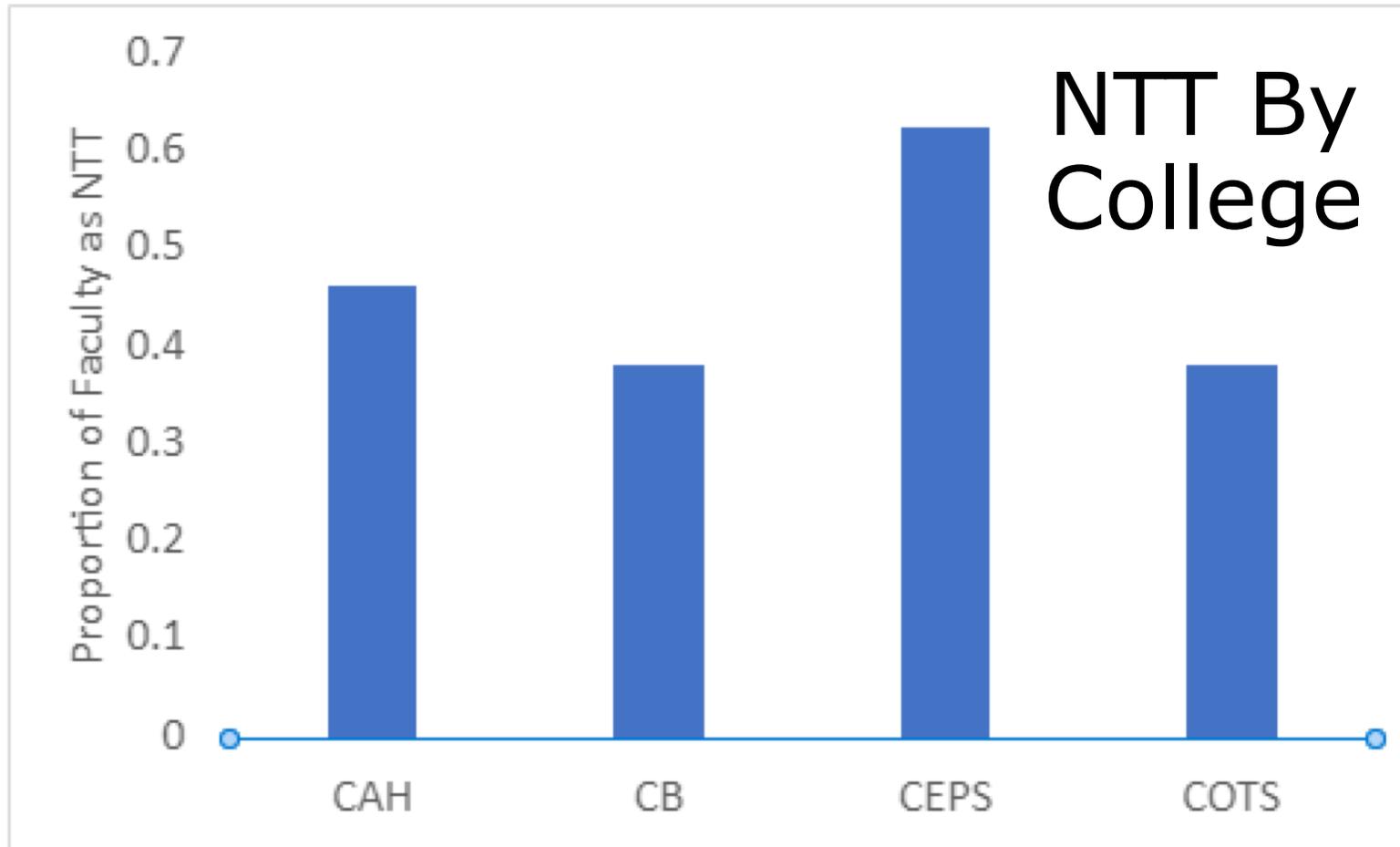
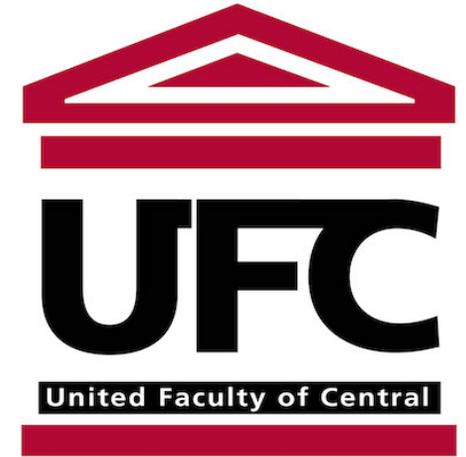


We Want to Work: Don't Fear the "Demographic Cliff"



- The College Promise Coalition, the Washington Business Roundtable, the Washington Student Achievement Council, and the Washington State Legislature all have **a common goal of 70% of Washington students between the ages of 18 and 26 obtaining a post-secondary credential by 2030.**
- Right now, ~43% of those students obtain a post-secondary credential.
- Washington state offers the best need-based financial aid program in the country, The Washington College Grant, which allows students with household incomes of \$60,000 or less to attend college for free.
- **Ask what outreach and recruitment efforts are being made to increase enrollments!!**

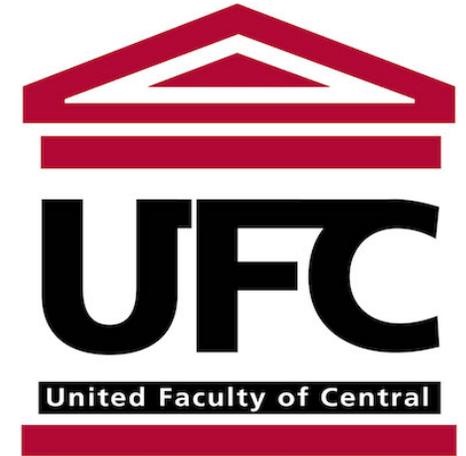
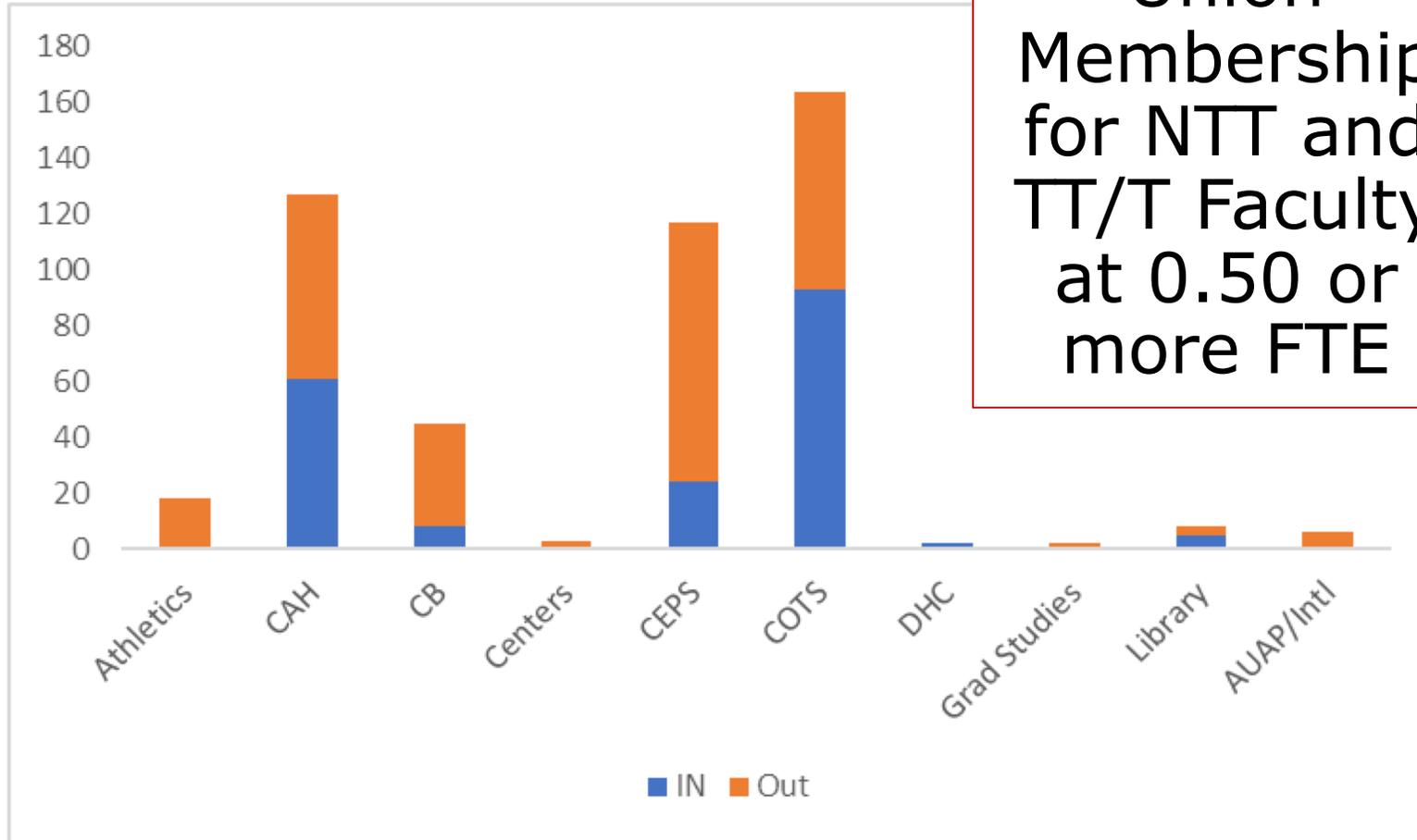
UFC Membership Update



75% of lecturers are quarterly and 68% of those are under .5 FTE.

Overall, among CWU faculty, 52% are NTT.

UFC Membership Update



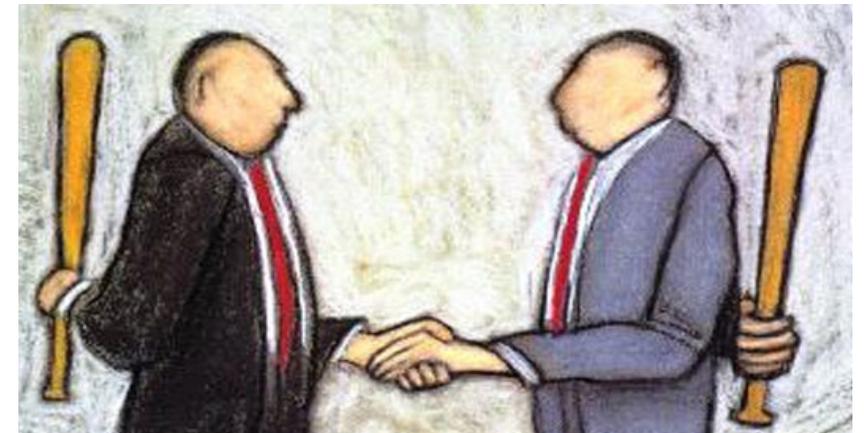
COTS 56.7%, CAH 48.0%, CEPS 20.5%, CB 17.8%
(Overall 65.1% membership)

Bargaining Update

UFC Bargaining Team



- Matt Altman (Phil. & Rel. Studs., CAH) – Bargaining Team Chair
- Amy Claridge (Child Development & Family Science, CEPS)
- Nancy Graber Pigeon (Management, CB)
- Dominic Klyve (Math, COTS)
- Dan Lipori (Music, CAH)
- Gary McNeil (WEA) – Chief Negotiator



Preparation

- Team began meeting June 2022
- Faculty bargaining survey
- Experience of current and former UFC presidents

Using all this information, the bargaining team developed our priorities.





1. Compensation
2. NTT job security
3. Parenting leave
4. Protect what works

Bargaining priorities

Email Matt Altman with questions
(philosopher.altman@gmail.com) ...



... but keep in mind that this is an
ongoing, confidential negotiation.

Open question period



What's on
your mind?