

# Labor-Management Council

## Meeting Agenda

April 18, 2022, 4pm–5pm

Barge 304

LMC membership (UFC): Gary Bartlett, Sarah Feeney, Kara Gabriel, Terry Wilson  
LMC membership (CWU): Charlene Andrews, Tim Englund, Jill Hernandez, Jeff Stinson

- Approval of agenda
- Summary of matters discussed at the previous meeting (2/14/22):
  - Sabbatical reports. Question about the submission of reports for faculty whose PTR is in the very next year. General consensus that the report can go in that immediate PTR file if the faculty member has it ready; but this isn't required. Otherwise the report can go in the next PTR (i.e. five years later).
  - Chair evaluations. Approaches differ between colleges on whether the chair sees the actual comments from faculty. Some comments are spiteful, and seeing them may hurt more than help. In COTS and CB the comments are nevertheless typed up and given to the chair. In CAH, the Dean just delivers a summary.
  - Availability of review files to T/TT faculty. Availability has been only by request, so most T/TT faculty haven't had access – except in COTS, which requested it for all departments. After discussion, the LMC agreed that this access is important, and so as of next year review files will be made available to all T/TT faculty.
- New business
  - Bargaining of general wage increase. UFC has issued a demand to bargain the 3.25% general wage increase for state-employed faculty, as included in the state's recent supplemental budget. *[No discussion needed; purely informational.]*
  - Chairs, acting chairs, and chair merit. There is a pressing need for clarity on these issues. UFC has formulated language for a possible MOU on (1) the effect of an absence on a chair's term and their eligibility for merit, and (2) the eligibility of acting chairs for merit when they transition directly into the regular chair role.
  - Recording service workload in Faculty180. There are concerns in CEPS over how to record service above the basic 3 wlu, now that (per CBA 17.4.3(f)) wlu's are no longer to be assigned to individual service items. CEPS chairs have been told that faculty should put all extra service under Administrative Duties.
  - Email communication of policies. Memos seem to not always reach all faculty. On January 11 there was a memo from the Provost about reimaging hard drives in

CWU computers; not all faculty received it. This is a concern if faculty are to be held responsible (and subject to discipline) for not following such policies.

- Health benefit costs. Current practice is for health benefit costs to be included in the cost of sponsored summer projects/grants/contracts, and also in break-evens for summer classes. UFC is concerned that this is not appropriate.
- Next scheduled meeting: TBA (Fall 2022).
- Adjournment