

# United Faculty of Central Collective Bargaining Agreement, 2023-2027 Digest of Changes

Prepared by: UFC Bargaining Team

## **Bargaining and ratification process**

UFC reached a tentative agreement with Central Washington University on May 23, 2023. Below is a digest of major changes to the CBA. The current agreement and the tentative agreement, with the specific language being changed (both minor and major), 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 6 members meeting and until June 9. Please refer to the UFC website ([www.ufcentral.org](http://www.ufcentral.org)) for details regarding ratification.

Prior to the bargain, UFC identified faculty concerns through a faculty survey in Fall 2022; communication with individual faculty members, 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.
- 2) Improve job security for NTT faculty.
- 3) Expand parental leave.
- 4) Protect the chair position against administrative overreach and clarify chair merit.
- 5) Improve the review process.
- 6) Protect what works.

We made advances on all of these bargaining priorities.

The proposed contract duration is four years, covering 2023-2027. After two years, we will reopen the contract to negotiate compensation, and each side will be able to open two additional Articles/Appendices.

## **Compensation (Article 18)**

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

- a. 2023-2024: 4%
- b. 2024-2025: 3%

As noted earlier, compensation for the third and fourth years of the contract will be negotiated in AY 2024-2025.

2. Current allocations remain unchanged for faculty development funds, funding pools to support travel for tenured/tenure-track and non-tenure-track faculty, and merit increases for chairs and post-tenure review.

## **Non-tenure track faculty (Article 10)**

1. Regarding reductions to existing NTT contracts: "The University will use its best efforts to avoid reducing non-tenure-track annual or multi-annual contracts due to changes in enrollment or course offerings, including assignment of alternate sections or courses or, if applicable, adding service assignments."
2. The review process for NTT faculty mirrors the process for T/TT faculty. They can respond to Chair and DPC evaluations and add missing documentation.

## **Parental leave (Article 20)**

1. Tenured, tenure-track, and full-time NTT with annual or multi-annual contracts are entitled to one quarter of paid parenting leave. This expands eligibility and increases the time from six weeks to one full quarter.

## **Department chairs (Article 12)**

1. Chairs who take one quarter of approved leave and otherwise complete their term are eligible for chair merit. Chairs who take two quarters or one year of approved leave can serve an additional year to be eligible for chair merit.
2. If a Dean does not allow a faculty member to run for chair or removes a chair, the Dean must justify the decision to the Provost, the faculty member, and a UFC representative.
3. Administrators may serve as chairs only in rare cases. They can be appointed by the Dean for no more than a quarter. Faculty in the department may elect an administrator for one-year terms.

## **Review process (Article 24)**

1. College criteria are revised by chairs and the Dean, and they must be approved by the chairs and the Dean – not just the Dean.
2. Evaluations for post-tenure review and promotion to full professor are based on the criteria in place at the start of the PTR period. Changes to college standards midstream will not apply.
3. A faculty member who takes parenting leave may (but does not have to) extend their review period by one year. It is now opt-in rather than opt-out.
4. Applications for promotion to full professor, when done in a PTR year, must simply indicate the new material that has been added.
5. Department faculty who enter comments into a candidate's file are expected to notify the candidate.

## **Summer session (Appendix C)**

1. The University will provide the Union with the formulas used to calculate breakeven points.

## **DEI provisions (Articles 17 and 24)**

1. Scholarship is counted if it is in a faculty member's "areas of expertise" rather than their "field."
2. DEI work counts as university service.
3. Evaluation criteria should consider the potential for bias in student evaluations.

## **Professional responsibilities (Article 15)**

1. There is a general expectation that faculty fulfill their teaching and service obligations on their assigned campus. The department chair and the Dean must give their approval for faculty to teach fully online or attend all meetings remotely.

## **Instructional and service workload (Appendix A)**

1. Appendix A remains as is. There was a strong push from the administration to substantially change workload allocations that we successfully rebuffed. 1:1 ratio for lecture/demonstration/laboratory/activities classes remains, as well as current ratios for individual study supervision, including graduate thesis supervision. This protects high-impact teaching practices.

UFC Bargaining Team: Matt Altman (Philosophy & Religious Studies), Bargaining Team Chair; Amy Claridge (Child Development & Family Science); Nancy Graber Pigeon (Management); Dominic Klyve (Math); Dan Lipori (Music); and Gary McNeil (WEA), Chief Negotiator.

*Questions? Contact Matt Altman by email ([philosopher.altman@gmail.com](mailto:philosopher.altman@gmail.com)).*