

United Faculty of Central Collective Bargaining Agreement, 2023-2027 Two-Year Reopener – Digest of Changes

Prepared by: UFC Bargaining Team
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Background

In 2023, United Faculty of Central (UFC) and Central Washington University (CWU) ratified a four-year contract, which is in effect from September 1, 2023, to August 31, 2027. The contract includes a provision to reopen the agreement in year two to negotiate compensation. Each side also has the option to reopen two other Articles.

CWU and the state are facing budget challenges. Yet UFC and the CWU administration realize that cost-of-living increases are essential to retain and attract talented faculty, and to reward faculty for their service to students and the institution.

UFC and CWU reached a tentative agreement on the reopener on February 24, 2025. Below is a description of the agreement.

Ratification process

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 in person at a March 14th members meeting. UFC members who cannot attend will be able to vote by email until March 20th at 5pm. Please refer to the UFC website (www.ufcentral.org) for details regarding ratification.

Compensation (Article 18)

UFC and CWU have agreed that all faculty and coaches will receive across-the-board raises in the amounts allocated to the university by the state legislature and approved by the governor for the next two academic years (AY). For example, if the legislature and the governor provide the university with funding for a 3 percent salary increase for faculty, salaries will be increased by 3 percent.

Governor Inslee's draft budget (in 2024) included a 3 percent raise in AY 2025-2026 and a 2 percent raise in AY 2026-2027. The Washington Federation of State Employees (WFSE) negotiated a two-year tentative agreement of 3 percent in the first fiscal year and 2 percent in the second, which still must be ratified by the legislature. In the past, the state has allocated funding so that faculty and classified staff receive the same pay increases.

UFC and CWU have agreed that the raises allocated by the state legislature and approved by the governor for the next two academic years will be granted to faculty regardless of the fund split – that is, regardless of how much of the raises the state covers with new funding as opposed to tuition revenue.

No other changes

Our current CBA is a mature contract. In the last negotiation, UFC made substantial gains and protected what works. Both sides have agreed not to reopen any other Articles.

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