


UFC All-Members Meeting
June 30, 2020
Annual report on UFC activities, 2019-2020




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1. UFC officers
2. Membership report
3. Completion of three past issues
a. UFC notice boards

b. Compression & equity funds
c. Flight instructors

4. UFC events
5. Executive Board
6. Labor-Management Council
7. Complaints and grievances
8. Contract bargaining
9. The COVID-19 pandemic
10. Emergency funds
11. Financial report



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1. UFC officers



President (2019-21)
Gary Bartlett (Phil. & Relig. Studies)

Communications Officer (2019-21)
Amy Hoover (Aviation)


Vice President (2020-21)
Kara Gabriel (Psychology)

Financial Officer (2019-21)
Paul James (Biological Sci.)

Vice President (2019-20)
Audrey Huerta (Geological Sci.)

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2. Membership report




CURRENT MEMBERSHIP: 218
(28.5% of all faculty + coaches)

By college:
COTS: **91** (41.9% of COTS faculty)
CAH: **75** (43.6% of CAH faculty)
CEPS: **31** (13.4% of CEPS faculty)
CB: **11** (14.3% of CB faculty)
Other: **10** (14.9% of non-coll. fac./coaches)

By rank / title:
Full professors: **80** (52.3% of full profs.)
Assoc. profs.: **53** (42.4% of assoc. profs.)
Assis. profs.: **26** (32.9% of assis. profs.)
Sen. lecturers: **31** (33.0% of sen. lects.)
Lecturers: **28** (10.0% of lecturers)

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2. Membership report

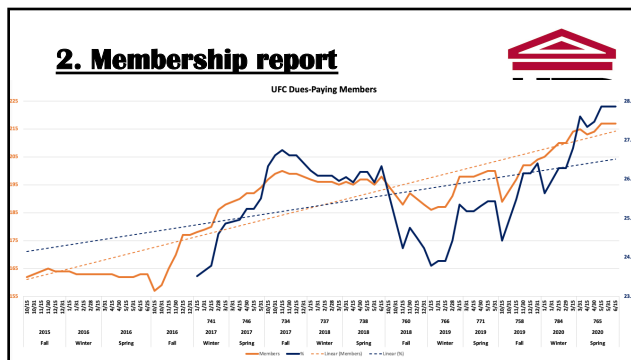


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3a. UFC notice boards

Have you noticed...?




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3a. UFC notice boards

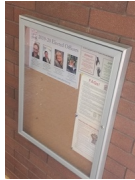

Last year we purchased six enclosed notice boards. They were installed over the summer, in the following six buildings:

Samuelson Shaw-Smyser	Black Purser	Language & Literature Science
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These buildings were chosen because they are the ones that are most heavily-occupied by faculty.

Our hope is that these notice boards will increase UFC's **visibility** to faculty.

More boards may be purchased and installed in the future if these six prove effective.






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3b. Compression & equity funds

Of 357 T/TT faculty, 129 (c. 36%) received a salary increase.

The increases closed 66% of the gap between the faculty member's 2018-19 salary and the national mean for their rank and disciplinary area.



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3c. Flight instructors

CWU, UFC, and PSE participated in a hearing in June 2019 with the Public Employment Relations Commission (PERC) to determine whether CWU's flight instructors were faculty or staff—and thus which bargaining unit they should belong to.

In October, the PERC ruled that the flight instructors were not faculty. The UFC officers and Executive Board unanimously agreed not to contest this decision.

(The flight instructors then voted to be represented by PSE.)

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4. UFC events



- November 7, 2019: Tenure & Promotion celebration
- March 12, 2020: All-members meeting, about bargaining
- June 30, 2020: All-members year-end meeting





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5. Executive Board


- The four UFC officers (Bartlett, Gabriel, Hoover, James)
- PLUS
- James Avey (Management—CB)
- Ruthi Erdman (English/DHC—CAH; NTT faculty)
- Kevin Feeney (Interdisc. Studies—COTS; NTT faculty)
- Martin Kennedy (Music—CAH)
- Dan Lipori (Music—CAH)
- Sathy Rajendran (ETSC—CEPS)
- Karen Roemer (Health Sci.—CEPS)
- Terry Wilson (Management—CB)

Meetings: Oct. 16, Mar. 12, May 28

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6. Labor-Management Council




UFC: Gary Bartlett, Audrey Huerta, Amy Hoover, Paul James
 CWU: Lynn Franken, Charlene Andrews, Jill Hernandez, Jeff Stinson

Meetings: Jun. 4, Oct. 28, Feb. 28 *[further meetings cancelled due to COVID-19]*


Topics of discussion:

- Compression Taskforce: recommendations and follow-up
- Defining responsibilities and compensation for directors
- Possible new interfolio software to interface with Faculty 180
- Criteria for funding requests for NTT development fund money
- The teaching of UNIV 101 by advisors rather than faculty
- Pattern of overload pay not being paid on time (especially in CEPS)
- Status of college faculty performance guidelines in CEPS
- Assistant and associate chairs: elected or appointed?



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7. Complaints & grievances




Complaints challenge substantive academic judgments. **Grievances** allege violations of the CBA. Since the last annual report, the following cases have been filed:

Complaints

- 19-01C: Denial of promotion
- 19-02C: Denial of promotion
- 19-03C: Denial of promotion
- 20-01C: Continued with reservations
- 20-02C: Denial of tenure and promotion


Grievances

- 19-01G: Denial of promotion based solely on SEOI scores
- 19-02G: Misapplication of scholarship standards to deny tenure and/or promotion
- 19-03G: Unfair/flawed review of teaching to deny promotion
- 19-04G: Violation of state law in making late salary payments for summer teaching
- 19-05G: Unjust termination of a faculty member with a medical disability
- 20-01G: Conflation of discipline with academic judgment in denying tenure and promotion



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8. Contract bargaining



This was a bargaining year, during which a new contract was to be negotiated, to succeed the current one which expires on August 31, 2020.

Bargaining Team members:

- Matt Altman (Phil. & Relig. Studs.—CAH), bargaining team chair
- Nancy Graber Pigeon (Mgmt.—CB)
- Dominic Klyve (Math.—COTS)
- Dan Lipori (Music—CAH)
- Sathy Rajendran (ETSC—CEPS)
- Gary McNeil (WEA), chief negotiator

COLLECTIVE BARGAINING


Salaries Employment Health Grievance Protection Law
 Regulations Contract Disputes
 Process Negotiation
 Agreement Productive
 Working Hours Terms Rules
 Employer Union Wages Group
 Overtime Safety Establish Cost

Limits Work-Jar Salary
 Regulations Contract Disputes

The parties agreed to **extend the current contract by 1 year**. UFC ratified the agreement by a vote of **82 to 3**. It was signed on June 4. It **preserves the status quo**, except for promotion and merit increases. **The parties will meet again in Fall** to discuss the possibility of compensation increases; **and then later in the year** for negotiations on a new contract.

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9. The COVID-19 pandemic




MOU #1, March 19: Spring 2020 instruction

- Late-starting 9-week quarter, giving an extra week to prepare.
- Faculty may exclude Spring 2020 SEOIs from future reviews.
- Faculty receive their regular salaries.
- Faculty own the IP in their course materials.


MOU #2, April 1: Scholarship procedures

- Unused development funds roll over to 2020-21.
- Faculty get credit for cancelled presentations.
- T/TT faculty can extend their review clock by a year.
- Approved sabbaticals to be discussed case-by-case.




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9. The COVID-19 pandemic




MOU #3, June 18: Summer and Fall 2020

- The terms of the April MOU (re scholarship) remain in effect.
- Fall quarter starts early, ends before Thanksgiving; pay dates and other dates will be adjusted accordingly.
- CWU will follow state and local health guidelines.
- Faculty may choose to teach online, with no repercussions.
- CWU will provide facemasks and other PPE.
- Students must wear face-masks, except for cases of documented disability.
- SEOI data from Summer and Fall 2020 will be used only formatively.
- Any increased workload due to having to repeat class material will be accounted for.



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9. The COVID-19 pandemic




Is CWU in financial exigency? Well, sort of...

On March 20, the BOT declared financial exigency.

➤ Section 25.3 of the CBA: "Financial Exigency Resulting in Layoffs."

The UFC President was assured by President Gaudino that the University did not intend to lay off faculty, and that section 25.3 was not triggered. So far, that assurance has held.

UFC continues to monitor this situation closely. Under 25.3, **the University cannot lay off faculty without meeting with UFC first.**



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9. The COVID-19 pandemic



In late May-early June, UFC surveyed faculty about the pandemic situation and how CWU was handling it.

We had 239 respondents. A few major results:

- 70% agreed with moving up Fall quarter.
- 65% wanted to teach online in Fall.
- Respondents were more concerned for student welfare than faculty welfare.
- The main faculty issue was concern about being able to provide quality instruction.
- Faculty were mostly satisfied with (54%) or neutral about (19%) institutional support for the move to online classes in Spring.



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10. Emergency funds



UFC has received two applications this year for funds from the Emergency Assistance Fund.

The EAF is funded by donations. Any UFC member may apply. Up to \$1,000 per applicant per year may be disbursed.

Decisions on disbursements are made by the Executive Board.

- In Fall 2019, \$1,000 was given to a faculty member in COTS, for costs related to a family death and to their own health issues.
- We are currently in the process of disbursing \$1,000 to a faculty member in CEPS, for costs related to a family death.



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10. Emergency funds



The EAF was created by Bob Hickey and Holly Pinkart (President and VP at the time) in 2010, as a CWU Foundation account. But this year, the Foundation has said they can no longer hold the account.

Kara Gabriel is working on opening a 501(c)(3) account for the fund.

Hickey and Pinkart also opened a fund so that faculty could donate to help staff. That account will be rolled into the 501(c)(3) fund.

For now, donations cannot be made. Once the new fund is ready, which should be by the Fall, UFC will again solicit donations.

Thank you to those of you who have donated in the past!



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11. Financial report



We've decided not to give a financial report this year.

We don't know where all the money went.

We'll let you know as soon as we find it.



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11. Financial report



We have d
We don't
We will le



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11. Financial report



But seriously... the current officers have decided it is awkward and misleading to give the annual financial report at this time of year.

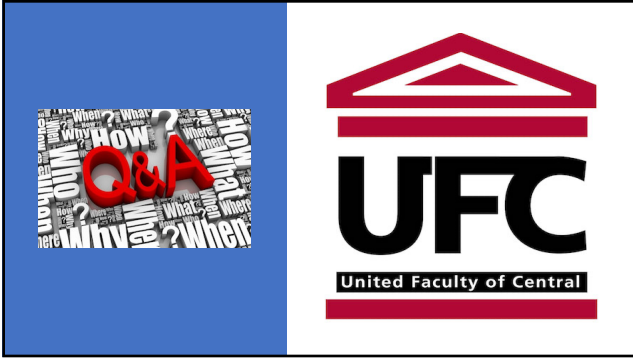
UFC's income is in **dues payments**, received monthly from November through July. So even at this late date, not all of this year's payments have come in. (And this annual report is **usually** given in **May!**)

We will now maintain a financial year of **August 1 through July 31**. The financial report will be delivered in Fall.

Informally, however: we're in great shape! Our income for this financial year is expected to be over \$12,000; and our expenses will likely be less than \$11,500. We expect to start Fall with more than \$30,000 in the bank.



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