



WOUFT NEWS

INSIDE THIS ISSUE:

<i>Joint Labor Management Committee</i>	2
<i>Legislative update</i>	2,4
<i>Officer elections</i>	2
<i>Upcoming dates</i>	2
<i>AFT-Oregon Winter School</i>	3
<i>Progressive per capita rate structure</i>	3
<i>Paid opportunity to organize</i>	3
<i>AFT-Oregon convention</i>	3
<i>Officers & Stewards</i>	3
<i>Scholarships</i>	4

PLANNED CHANGES: DUES, ETHICS, OFFICERS

The WOUFT Executive Council is proposing revisions to the Constitution and Bylaws. Members received the proposed changes via an email February 6 from President Scott Beaver. Comments are due by February 22. Finalized proposed revisions will be distributed before Spring Break, and members will vote on them at the General Membership meeting April 18. The major proposed changes are

- Adding a Communications Director as a member of the Executive Council, with defined responsibilities
- Revising the responsibilities of the Treasurer
- Providing an annual stipend of \$550 to each officer
- Adding a provision for proxy voting in elections

- Articulating the WOUFT Steward program
- Adding a new Article XVII that includes a Code of Ethical Practices, conflict of interest and whistleblower policies, and an oath of office.
- Changing member dues to a progressive percentage rate. Current dues are 1.25% of gross salary for all members. The proposed dues structure is revenue neutral for WOUFT:

Below Tenure-Track Step 1	1.00%
At or above TT Step 1 and Below TT Step 15	1.05%
At or above TT Step 15 and Below TT	1.20%
At or above TT Step 25 and Below TT	1.35%
At or above TT Step 33	1.50%

MEDIATION TRAINING

WOUFT and WOU Human Resources hosted a 32-hour Basic Mediation Training course in December. Ten WOUFT members participated in this intensive course by Ken Braun, the Executive Director for Polk County's Community Mediation Services. Mediators facilitate voluntary and confidential discussion among people in conflict and try to move the involved

parties to resolution. For several years, WOU has had an Alternative Dispute Resolution program to mediate between employees, but with limited capacity. WOUFT Executive Council wanted to support expanding its capacity. Keep your eyes out for an announcement for another round of training.



Introducing WOUFT's beautiful new logo! Many thanks to member Jen Bracy for designing several possibilities. Polled at the Fall contract ratification vote, members clearly preferred this design of the three finalists. Next up: WOUFT merch! Want to help your union? We're looking for a volunteer (or a few) to shop for products to WOUFTify. Contact Janeanne Rockwell-Kincanon if that's you.

OFFICER ELECTIONS

2019 is an election year for all WOUFT officer positions. A call for nominations will come out in Spring term; start thinking of how you'd like to serve.

UPCOMING DATES

Mon., Feb. 18, 10a
Education Coalition Rally & Lobby Day
State capitol, Salem

Wed., Mar. 13, 11a-2p
Election for AFT-OR Convention
WUC, near Café Allègre

TBD, April 15-19
Steward Meeting

Thurs., Apr. 18, 3-4:30p
Membership Meeting & vote on proposed Constitution & Bylaws revisions
RWEC 101

Wed., May 1, 4:30-7p
May Day Celebration & Rally
RWEC Patio

Fri.-Sun., May 3-5
AFT-OR Convention
Sunriver

JOINT LABOR MANAGEMENT COMMITTEE

This Fall and Winter terms, JLMC meetings have provided positive movement on several issues that impact faculty:

Electronic submission of Tenure and Promotion files. Some faculty have paved their own path for electronic file submission. WOUFT urged movement on providing a system for secure submission that enables the review process. Provost Winningham tasked Bev West to develop a platform using existing assessment software; she is looking for volunteer beta testers to submit their Fall 2019 files in this way. Faculty from all disciplines and at all stages are encouraged to be beta testers to ensure the system accommodates diverse needs. Contact westb@wou.edu if you are interested.

Faculty Development Committee leadership election and timeline. The CBA is the only document that addresses FDC chair eligibility but it is ambiguous. Administration has no compelling interest in FDC committee details, and JLMC has agreed that this content should be extracted once the current CBA expires. It further agreed to provide permission to the FDC to continue current practice for the remainder of the current contract.

Clarity for H1b visa processing. In the past decade, several international WOU faculty experienced difficulty with processing of their H1b and other visa applications. WOUFT pressed administration to clarify the complex process. The result is a flowchart which faculty and hiring departments can use to benchmark the progress of an individual's application. It is being distributed to divisions and programs.

Donated Sick Leave Bank. When a faculty retiree wanted to donate accumulated sick leave to the bank, we discovered there is no mechanism to donate past the 8-hours per year enrollment donation. We'd like to provide for some way of retiring faculty to help their colleagues with a lump donation, but because it is paid leave this needs to be bargained. However, the very good news to come out of this conversation is that the leave bank has quite a high balance--enough to help a number of faculty who need it for plenty of time.

Comparator institutions. During the 2018 Bargaining session, the WOUFT and Administration teams had different ideas of appropriate comparator institutions for faculty salaries. This year's JLMC formed an ad-hoc committee to determine comparators for future negotiations. We have faculty from LAS, COE and Library, tenure-track and non-tenure track faculty, and those who have and have not been involved in bargaining sessions.

Team teaching First-year seminars. Several proposals for the General Education First-Year Seminars involved pairs of interested faculty. Informal discussions have occurred about FTE load and stipends. However, because questions of compensation and hours must be bargained, the JLMC agreed to a limited reopener of the Collective Bargaining Agreement. WOUFT Executive Council and Administration both expect this reopener to be quick and easy; plans are to take care of it in March.

LEGISLATIVE UPDATE

The 2019 session of the Oregon Legislature began on Jan. 22. AFT-Oregon legislative agenda addresses several challenges. Governor Brown's proposed budget includes a \$2 billion investment in **education funding** that could dramatically change Oregon's education system. Her focus is on Pre-K-12, including more early childhood education for low-

continued on p. 4

AFT-OREGON

WINTER SCHOOL Ten WOUFT members attended the AFT-Oregon Winter School at the Hillsboro Embassy Suites on Jan. 25-26. On Friday evening, Nicole Hochsprung from the national AFT spoke about [the organization's work on the student debt crisis](#). Notably, AFT helps individual members through [student debt clinics](#), and it is backing a [class-action lawsuit](#) filed against student-debt servicer Navient for misdirection, misrepresentation, and neglect in regards to the Public Service

Loan Forgiveness (PSLF) program. On Saturday, attendees participated in breakout workshops on union basics, contract negotiation, new employee orientation, handling member grievances, communication programs, and wellness. The WOUFT contingent was Scott Beaver, Ben Coté, Bryan Dutton, Dirk Freymuth, Karla Hale, Chloë Hughes, Melanie Landon-Hays, Isidore Lobnibe, Maria Peterson-Ahmad, and Janeanne Rockwell-Kincanon.

NEW RATES At the AFT-Oregon convention in May 2018, delegates resolved to move to a progressive per capita rate structure, away from a tiered flat rate structure. "Per capita" is the amount per member that locals pay AFT-Oregon for its services and support. The specifics of the new rates were

determined at a special, one-issue convention September 29. The result was revenue neutral for AFT-Oregon and relieved the financial burden for locals comprised of lower-income members such as graduate students and classified employees. WOUFT pays in an additional \$3.28 average per member with the new rates.

PAID OPPORTUNITY The AFT-Oregon Member Organizer Institute (MOI) is seeking member organizers during the upcoming Spring term. Selected participants will develop their organizing skills to build WOUFT through outreach to fellow employees about their issues, rights in the workplace and how we can improve our lives and communities together.

Participants receive \$15 per hour for a ten-hour per week, three-month commitment. The program kicks off with training in Portland April 6-7. Our Karla Hale participated in MOI last Spring and was responsible for swelling the WOUFT ranks by 25 members. Application is available at wouft.org; deadline is March 20.

The **2019 AFT-OREGON CONVENTION** will take place May 3-5 in Sunriver. WOUFT officers are automatic delegates, and we will take two alternates. Nominations are open, and the election will be Wednesday March 13, 11-2 in the Werner University Center across from Café Allègro.

Chloë Hughes

was recently elected to the

AFT-Oregon Executive Council!

WOUFT Executive Council

Scott Beaver, President
beavers@wou.edu
x88205•MNB 120

Chloë Hughes, VP Political
Education and Action
hughesc@wou.edu
x88781•RWEC 128

Kale Hale, VP Membership
and Organization
halek@wou.edu
x88521•RWEC 151

Melanie Landon-Hays,
Secretary
haysm@wou.edu
x89223•RWEC 123

Janeanne Rockwell-Kincanon,
Treasurer
kincanj@wou.edu
x89493•HL 117C

Emily Plec, Bargaining Chair
plece@wou.edu
x88819•HSS 114

Stewards

Diane Baxter, Creative Arts

Ben Coté, Natural Sciences &
Mathematics

Breeann Flesch, Computer
Science

Vivian Djokotoe, Criminal
Justice Sciences

Karla Hale, Education &
Leadership

Mark Henkels, Social Sciences

Ryan Hickerson, Humanities

Alicia Ibaraki, Behavioral
Sciences

Ken Kirby, Humanities

Elisa Maroney, Deaf Studies &
Professional Studies

Maria Peterson-Ahmad,
Education & Leadership

We're looking for stewards for the divisions of **Health & Exercise Science** and **Business & Economics**, and **Library**. Contact Karla Hale.



Go to the reprised wouft.org for all your union-y info needs



Search "WOUFT" or go to facebook.com/groups/wouft/



Member Leanne Merrill recently drew this set of Scrabble tiles. Top marks!

Western Oregon University Federation of Teachers (WOUFT)

WOUFT is Local 2278 of the American Federation of Teachers (AFT). WOUFT represents all faculty employees of Western Oregon University with respect to salaries, employment terms and workplace conditions. Since 1974, the federation has worked to promote the collective welfare of the faculty community. WOUFT works with its affiliated organizations to eliminate discrimination in institutions of higher education, to enact just laws which will improve the climate for students and faculty, and to advance the public image of higher education.

SCHOLARSHIPS AVAILABLE

AFT-Oregon awards five annual scholarships of \$1,500 for members and their children or grandchildren. If you are a dues-paying member of WOUFT, you or your dependents are eligible. **Application deadlines are extended to February 18.** See wouft.org for more information

WOUFT is resurrecting the **James W. Gallagher Scholarship**, awarded to students who recognize and honor the historical and contemporary importance of labor unions. The Executive Council has formed a selection committee, and details will be announced soon.

LEGISLATIVE UPDATE *continued from p. 2*

income families, a longer school year, additional teachers to reduce average class sizes, and more mental health services and counselors. However, the governor's budget has no additional funding for higher education, and students, faculty, and administrators from colleges and universities are pushing for extra funding. AFT-Oregon's Lobby Day is part of the statewide education coalition gathering on Mon., Feb. 18. Following the 10 a.m. rally on the steps Oregon Capitol steps, attendees will meet with their legislators to advocate for students. AFT-Oregon will prep attendees and provide notes and materials. See wouft.org for the registration and appointment request form, then don the Blue! Our K-12 colleagues will Wear Red for Ed; let's march to tell our lawmakers that all education needs adequate funding now!

AFT-Oregon will watch them closely.

Uninsured faculty are hired below the benefits-eligible threshold but often teach a similar amount at one or two additional institutions. AFT-Oregon contends that an individual's total employment by publicly-funded institutions should qualify them for employer group health insurance..

During the 2017 session, the Oregon Legislature passed a cost containment bill that, among other things, eliminated double health insurance coverage for families with two PEBB-covered employees. House Bill 4123 would **repeal the double-coverage elimination** for existing employees, allowing the dual coverage to continue.

Through the [Fair Shot for All](#) coalition, AFT-Oregon is also advocating for **paid family medical leave, tenant protections** to stabilize housing, and a **limit on public defender caseloads** to ensure the justice system provides access to effective representation.

Several anti-**PERS** bills have been filed for consideration in the current legislative session. These bills are designed to roll back benefits for current and future workers and do nothing to resolve the issue of overall PERS debt. It's uncertain whether any of these bills have legs, but