



# WOUFT NEWS

## UPCOMING DATES

**Fri., Oct. 25**  
**Faculty Development**  
**Category 1 applications due**  
11:59 PM in the Portal

**Fri., Nov. 15**  
**Applications for full**  
**professor and all other pre-**  
**tenure reviews due**  
to your division office

**Sun., Dec. 15 (better: Fri.**  
**Dec. 13)**  
**Sabbatical applications due**  
to your dean's office

Visit  
[wouft.org](http://wouft.org)

for all your  
union info needs

## YOUR EXECUTIVE COUNCIL

**President**—Bryan Dutton: duttonb@wou.edu,  
88452, NS 021C

**Vice-President for Membership and**  
**Organization**—Dirk Freymuth: freymutd@wou.edu,  
88874, APSC 233A

**Vice-President for Political Education and**  
**Action**—Emily Plec: plece@wou.edu, 88819, HSS  
114

**Treasurer**—Chloë Hughes: hughesc@wou.edu,  
88781, RWEC 128

**Secretary**—Melanie Landon-Hays:  
haysm@wou.edu, 89123, RWEC 123

**Communications Officer** —Scott Beaver:  
beavers@wou.edu, 88205, MNB 120

**Bargaining Chair**—Adele Schepige:  
adele@wou.edu, 88485, RWEC 125

## PROMOTION AND TENURE BINDERS— ONLINE

One of the successes of  
the Joint Labor-  
Management  
Committee is the **online**  
**PRC binder pilot**  
**program this fall**, using  
TK-20. If you are  
interested in submitting  
your binder material  
electronically, please  
contact Bev West in the  
Office of Academic  
Affairs ASAP for  
orientation and training.



Search "WOUFT" or go to  
[facebook.com/groups/wouft/](https://facebook.com/groups/wouft/)

## EXCLUSIVE REPRESENTATION

Among the primary reasons WOUFT exists is to negotiate and enforce your CBA. To accomplish that goal, US labor law provides for what is called "exclusive representation" – in each bargaining unit, the single union representing that bargaining unit is the sole and unique representative of the bargaining unit membership in the negotiation of the CBA. If you become aware that a member of WOU administration tries to engage 1) you individually or 2) any non-WOUFT group collectively, regarding contractual matters like salary, benefits, and working conditions, please refer the matter immediately to a member of the WOUFT Executive Council.



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.*

## FULL DISCLOSURE—DUES

Your WOUFT Executive Council discovered in late January 2019 that member dues had been overpaid by 0.03 percentage points from February 2018 to January 2019 inclusive. After correcting the dues deduction rate starting with the February 2019 payroll, in June 2019 the WOUFT Executive Council offered those who overpaid the choice to 1) receive a reimbursement, 2) allow WOUFT to retain the overpayment, or to 3) direct WOUFT to donate your overpayment to the WOU Food Pantry to help them fight hunger in the WOU community. The philanthropic nature of educators shone through – the WOU Food Pantry collected more than \$2000.00.

## FYS INTERIM BARGAINING CONCLUDED

This fall WOUFT members ratified an agreement establishing contract language applicable to faculty compensation for team-teaching First Year Seminars (FYS) as part of the new General Education program. The compensation agreement can be summarized as follows.

1. Full compensation for both faculty teaching the course for the first time (courses must be selected as FYS by the Gen Ed committee)
2. After the first iteration, the faculty split the FTE (2 credits per instructor) and each receives a \$1000 stipend with the expectation of a minimum 60% participation level for both instructors.
3. Faculty members who teach FYS courses for which continued full pay (in load, no cash stipend) is justifiable for both faculty may petition the Gen Ed committee, which renders a recommendation to the Provost for consideration.

## \$\$ FOR INDIVIDUALLY-DESIGNED COURSES

Faculty teaching individually designed courses (out-of-load capstones, independent studies, etc.) are entitled to compensation per our CBA. Compensation accrues over two-year periods and is paid in the July 1 paycheck in odd-numbered years. If you believe that you have not been paid for such courses taught from summer 2017 to spring 2019, please contact President Bryan Dutton.

## CALL TO SERVE

Serving your colleagues by taking a bigger role in WOUFT is one of the most rewarding experiences you can have at WOU. The professional development that you'll get is hard to exceed in any other service position. As an Executive Council member you'll help shape WOUFT policy for the future. As a bargaining team member you'll help ensure that WOUFT negotiates the best salary, benefits, and working conditions we can. As a steward you'll communicate with fellow division / program members and the Executive Council, and deliver the WOUFT Division Report — a great way to get entry-level experience while supporting your colleagues. Each of these service positions counts as service toward continuation or promotion and tenure. So consider joining the WOUFT leadership team. Your union and your colleagues need you!