



WOUFT NEWS

UPCOMING DATES

Th. May 14 and May 21
Face-to-face bargaining meetings

Tues. May 19
Oregon Primary Election: Ballots must be received by OR election officials by 5/19
Postmarks do not count !

Th. May 28
Academic Excellence Showcase: Virtual at WOU Digital Commons

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STEWARDS

Alicia Ibaraki, Behavioral Sciences

Miyuki Arimoto, Criminal Justice Sciences

Diane Baxter, Creative Arts

Patrick Graham, Deaf Studies & Professional Studies

Ryan Hickerson, Humanities

Ken Kirby, Humanities

Christopher Mansayon, Library

Ben Coté, Natural Sciences & Mathematics

Mark Henkels, Social Sciences

We're looking for stewards for the divisions of Business & Economics, Education and Leadership, Health & Exercise Science, and Computer Sciences. **Being a steward is a great low-key way to get involved.** Contact Bryan Dutton if you're interested.

TAKE ACTION-SUPPORT YOUR CO-WORKERS AND UNION COUSINS WHO ARE LOSING THEIR JOBS

At WOU and across the state, university staff are facing cuts and layoffs. You can help ease the burden for your coworkers at WOU by contributing to the WOU 082 hardship fund. Simply send a check to the campus mailbox of Sharyne Ryals, WOU 082 Treasurer, Social Science Division (Bellamy Hall). You can also donate to the SEIU 503 hardship fund online (which supports SEIU members across the state): <https://seiu503.tfaforms.net/614> and CAUSA is raising funds to support undocumented workers who are denied federal relief funds: <https://secure.everyaction.com/7XfDU3DVc0CUSS9Cbn8yTg2> via the Oregon Worker Relief Fund. If you are grateful to have a job and steady income, please take a moment to help fellow workers who have recently lost theirs.

IT'S PRIMARY ELECTION SEASON!

Ballots will be mailed out starting on 4/29—return them by 5/19

Oregon's May 19th Primary Election is coming up soon. This year, Oregonians do not need a stamp to return their ballot which makes every mailbox a dropbox. If you choose to do so you can still return your ballot to official dropboxes all around the state. However, some dropboxes that you may have used in the past that were inside buildings may not be available this election because of the virus, but all of the outside ones will be available. You can find the most up to date list of drop boxes on: OregonVotes.gov/dropbox around May 1. Your ballot must be received by election officials by 8 p.m. on May 19th to be counted! **Postmarks do not count.** Return your ballot as early as possible. If you are returning your ballot through the mail, check with your county elections office to see how early you need to mail the ballot for it to arrive at your county elections office in time.

GENDER JUSTICE AND EQUITY CAUCUS (FORMERLY WOMENS' CAUCUS)

Just as we were getting the Gender Justice and Equity Caucus off the ground, the pandemic hit and we moved to social distancing and remote learning. Though we are sad that we will not be able to continue to have face to face meetings for the rest of this academic year, we are committed to the important work of this caucus. We hope you will join us in person for meetings next year. In the meantime, we will include links to materials that will promote our thinking about equity and lay a foundation for the work to come. Watch for these in future announcements.

CONCERNS? WE ARE LISTENING!

If you are a WOUFT member and have any concerns, feedback or suggestions during these challenging times, please contact Vice-President of Membership and Organization Dirk Freymuth at freymutd@mail.wou.edu. Dirk will be happy to lend you his ears and forward any concerns along to the Executive Council if you'd like.



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.



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

Executive Council

President Bryan Dutton
 duttonb@wou.edu

VP for Membership and Organization Dirk Freymuth
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VP for Political Education and Action Emily Plec
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Treasurer Chloë Hughes
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Comm. Director Scott Beaver
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Bargaining Chair Adele Schepige
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BARGAINING UPDATE

After a couple of productive bargaining sessions, the COVID-19 crisis prevented WOUFT and WOU from meeting on March 19 or April 9 as scheduled. WOU approached WOUFT on April 2 with an offer of a one-year contract extension which included unacceptable step devaluation, sacrificing tenure-track faculty's future earnings. WOUFT countered, proposing a six-month extension with no salary increase. WOU responded with insufficient movement, and WOUFT countered with a one-year extension with a modest 1.6% increase, *indicating in the process that the six-month extension proposal was still on the table and in fact our strongly preferred option.* WOU responded with an email from the provost which failed to convey this fact to you, and would not bargain over an extension after April 17.

So we are back at the table, bargaining over a new contract. Your WOUFT team continues to focus on areas of concern and interest to WOUFT members. Your WOUFT core team met with administration on April 30, proposing improvements to Article 7-Assignment of Duties and Article 24-Online Teaching. WOU proposed significant changes to Article 8-Evaluation, Tenure and Promotion for Faculty on the Tenure Track, including not only structural and language changes but changes in administration's role in the promotion process too. We'll keep you updated as the process continues.

COVID-19 LETTER OF AGREEMENT WITH WOU

In March your WOUFT bargaining team approached WOU administration about ensuring that the crisis did not unduly or unfairly affect faculty member's professional lives. We have since successfully concluded the negotiations, establishing the following protections.

Classroom observations scheduled for spring 2020 are postponed until the next possible term, unless you want one. You have the choice of whether or not to include spring 2020 student evaluations in annual reports, promotion and tenure applications, and pre-or post-tenure reviews. Papers or presentations accepted at cancelled conferences carry the same weight in applications and reports as if the conference were held as planned. If you used your online expertise to provide help to other faculty in the transition this counts towards institutional service obligations. Tenure-track faculty may request a COVID-19-related clock stoppage in a letter to their division chair. If you transitioned your pedagogy to an online format this term, WOU may not assume that you have agreed to teach online in the future.

The Agreement is in force until 8/31, and both sides have agreed to revisit the issues if necessary at that time.

BARGAINING TEAM

Adele Schepige (Chair)
 Bryan Lally (Team Spokesperson;
 AFT-OR)
 Bryan Dutton (Ex. Coun.)
 Dirk Freymuth (Ex. Coun.)
 Chloë Hughes (Ex. Coun.)
 Melanie Landon-Hays (Ex. Coun.)
 Scott Beaver (Ex. Coun.)
 Chehalis Strapp (BS)
 Bojan Illevski (Bus. / Econ.)
 Tad Shannon (CS)
 Becca McCannell (CA)
 Miyuki Arimoto (CJ)
 Elisa Maroney (DPS)
 Jennifer Taylor-Winney (HEX)
 Mark Perlman (HUM)
 Sue Kunda (Library)
 Ken Kirby (NTT Rep.)
 Ben Coté (NSM)
 Isidore Lobnibe (Soc. Sci.)