



WOUFT NEWS

UPCOMING DATES

Th., Jan. 23
WOUFT Winter Membership Meeting
3:30-5 PM RVEC 101

Fri., Jan. 31
AFT-OR Scholarship and Award applications due
See wouft.org for details

Fri., Feb. 28
Post-tenure reviews due
to your division office

Visit
wouft.org
for all your
union info needs

STEWARDS

- Alicia Ibaraki**, Behavioral Sciences
- Breeann Flesch**, Computer Science
- 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, and Health & Exercise Science. **Being a steward is a great low-key way to get involved.** Contact Bryan Dutton if you are interested.

YOUR BARGAINING TEAM

- Adele Schepige (Chair)
- Bryan Lally (Team Spokesperson; AFT-Oregon)
- Bryan Dutton (Executive Council)
- Dirk Freymuth (Executive Council)
- Chloë Hughes (Executive Council)
- Melanie Landon-Hays (Executive Council)
- Scott Beaver (Executive Council)
- Chehalis Strapp (Behavioral Sciences)
- Bojan Illevski (Business and Economics)
- Tad Shannon (Comp. Sci. and Info. Systems)
- Becca McCannell (Creative Arts)
- Miyuki Arimoto (Criminal Justice)
- Elisa Maroney (Deaf and Professional Studies)
- Jennifer Taylor-Winney (Health and Exercise Science)
- Mark Perlman (Humanities)
- Sue Kunda (Library)
- Ben Coté (Natural Sciences & Mathematics)
- Isidore Lobnibe (Social Science)

BARGAINING TRAINING

Your bargaining team, Executive Council members and stewards get great training for their valuable union work. AFT-Oregon's Bryan Lally of gave two 2-hour bargaining training sessions on campus this January, and many WOUFT members including current b-team members and stewards have gotten training at previous AFT-OR Winter Schools (January) and President's Conferences (November). This January, five b-team members will attend Winter School, where the sessions include Equity and Inclusion in the Labor Movement, Organizing During Bargaining, Midterm Bargaining, Understanding PERS and Retirement, Union Basics for New Leadership, Student Debt, and Work-Life Balance. WOUFT pays accommodations and mileage for this fantastic professional development, and breakfast and lunch are typically provided by AFT-OR. If you haven't been to Winter School, or if you have, think about attending next January. Look for the call to register next fall.

PUERTO RICO EARTHQUAKE RELIEF

Our cousins in the Asociación de Maestros de Puerto Rico need our help to recover and cope with the earthquakes in Puerto Rico. Donations can be made at: <https://www.aft.org/puerto-rico-earthquake-relief>

WINTER MEMBERSHIP MEETING

The winter term general membership meeting will be held in RVEC 101 on Thursday 1/23 from 3:30-5 PM. The agenda will include reports from Executive Council members. AFT-Oregon President Jaime Rodriguez AFT-Oregon Vice President for Political Action Kayleigh Peterman will give reports as well. Look for the agenda in your email.



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
freymutd@wou.edu

VP for Political Education and Action Emily Plec plece@wou.edu

Treasurer Chloë Hughes
hughesc@wou.edu

Secretary Melanie Landon-Hays
haysm@wou.edu

Comm. Director Scott Beaver
beavers@wou.edu

Bargaining Chair Adele Schepige
schepia@wou.edu

OREGON LAW: HB 2016

HB 2016 went into effect in Oregon on January 1, 2020. It clarifies the requirements for a public employer to provide, process, and receive employee member data.

Of note, under the law now WOU must provide WOUFT with various employee data (A) within 10 calendar days from the date of hire for new employees in the bargaining unit, and (B) every 120 calendar days for bargaining unit employees who are not new employees.

Additionally, the law requires that the employer not advise an employee to quit or not join the union. Specifically,

SECTION 11. ORS 243.672 (1) It is an unfair labor practice for a public employer or its designated representative to do any of the following:
(j) Attempt to influence an employee to resign from or decline to obtain membership in a labor organization.
(k) Encourage an employee to revoke an authorization for the deductions described under section 6 of this 2019 Act.

If you have been advised to quit or to not join WOUFT or to revoke your union dues authorization by a member of WOU administration, or if you have questions, please contact WOUFT President Bryan Dutton immediately.

YOUR WEINGARTEN RIGHTS

In 1975 the US Supreme Court ruled in the case of NLRB v. J. Weingarten that employees have a right to union representation at investigatory interviews; this right, enumerated below, are now known as Weingarten rights. Specifically,

The employee must make a clear request for union representation before or during the interview, and cannot be punished for making this request.

After the employee makes such a request, the employer must choose from among three alternatives:

Grant the request and delay questioning until the union representative arrives and (prior to the interview continuing) the representative has a chance to consult privately with the employee

Deny the request and end the interview immediately; or

Give the employee a clear choice between having the interview without representation, or ending the interview.

If the employer denies the request for union representation, and continues to ask questions, it commits an unfair labor practice and the employee has a right to refuse to answer. The employer may not discipline the employee for such a refusal.

If you are asked to attend any meeting with WOU administration and reasonably believe that any form of discipline might result from the meeting, please contact your steward or WOUFT President Bryan Dutton immediately.