



WOUFT NEWS

UPCOMING DATES

Mon., Feb. 17

Lobby Day in Salem

To support Oregon's Part-Time/Adjunct Faculty Healthcare Bill

Mon., Feb. 24

Gender Diversity Discussion

4:00-5:00 PM RVEC 102

Th., Feb. 27

Face-to-face bargaining meeting

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.

COME JOIN THE DISCUSSION!

Promoting Gender Diversity in the Faculty: What Higher Education Unions Can Do

WHEN: Monday, February 24th from 4:00-5:00 PM

WHERE: RVEC 102

WHO: ALL WOUFT members are welcome!

Sponsored By: **The newly formed WOUFT Women's Caucus**

All are invited to attend. Though the name indicates Women in the title, this group is gender inclusive and welcomes all; we may keep the name as part of our commitment to its origin in Union parlance, or we may choose to change it at the first meeting. Our main goal is to have ongoing discussions to problem-solve issues of gender diversity, equity and inclusion on our campus while focusing on the role the union and its members can play in improving our University campus for all.

Essential Question: *What role does the faculty union play in promoting and valuing gender diversity, equity and inclusion on our campus?*

We'll begin by studying primary guidelines from our national office---AFT. At our first meeting, we will come prepared to share ideas, concerns, and community around the topics in this document:

<https://www.aft.org/sites/default/files/genderdiversity0511.pdf>

Please read this document before the meeting. We'll discuss options for scheduling subsequent meetings at this meeting, and all participants will be included in our movement forward as a community.

We look forward to beginning these important conversations with the formation of this group, and hope you'll attend with an open mind and solution ready attitude!

EMPLOYMENT RELATIONS BOARD RULING RECOGNIZES OIT DEPARTMENT CHAIRS AS VALID BARGAINING UNIT

On November 4, 2019, the Oregon Employment Relations Board recognized department chairs at the Oregon Institute of Technology as part of the faculty bargaining unit OIT. Department Chairs at OIT report directly to the Deans are analogous to division chairs at WOU.



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

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Comm. Director Scott Beaver
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Bargaining Chair Adele Schepige
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BARGAINING UPDATE

The WOUFT and WOU teams met on Thursday February 6 and exchanged initial proposals. WOUFT offered changes to Article 3: Union Rights and Responsibilities, Article 5: Rights of Members, Article 8: Evaluation, Tenure & Promotion for Faculty on the Tenure Track and Appendix G: Summary Recommendations for Faculty Continuation on Tenure Track, Award of Tenure, or Award of Promotion, while administration proposed changes to Article 2: Definitions, Article 4: Consultation, Article 5: Rights of Members, Article 6: Appointments, Article 9: Academic Personnel Files, Article 10: Responsibilities of the Members and Disciplinary Procedures, Article 11: Assignment of Duties, Evaluation and Retention for Non-Tenure Track Faculty, Article 13: Grievances, and Article 14: Arbitration. The teams will meet again on Thursday February 27.

WINTER SCHOOL REPORT

On January 24-25 WOUFT members Miyuki Arimoto, Scott Beaver, Ben Coté, Bryan Dutton, and Chloë Hughes attended AFT-OR Winter School, individually participating in several of the following sessions:

Equity and Inclusion in the Labor Movement: Discussed what a union could do to broaden its base, be more inclusive, and go beyond typical conceptualizations of diversity for determining caucuses; explored personal stories as a case for inclusion and increasing union membership,

PECBA Overview: Gave a broad overview of the rights and responsibilities of public employee unions and public employers under Oregon's strong Public Employees Collective Bargaining Act (1973) providing parties a legal framework under which to engage in collective bargaining,

Bargaining Over Health Insurance Benefits: Discussed opt-out money and the health care insurance offer when one's spouse receives this benefit from his/her employer, and the swift rise in high-deductible plans in Oregon,

Understanding PERS and Retirement: Provided a great deal of information about employee categories, how PERS works and the role of IAP's, how benefits are calculated, naming beneficiaries; discussed the current atmosphere around PERS, and provided a strong argument that the current "PERS crisis" is largely a manufactured crisis, and

Total Person Unionism-Labor Activists as Community Partners: Considered ways for activists and leaders of union locals to build quality relationships with community partners. Through these relationships, union leaders can better exercise effective citizenship in their communities.

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.)