

Summary of CBA changes and proposals WOUFT introduced

Important change for WOUFT

Important WOUFT rejection of WOU proposal

Important to note WOU proposal or rejection of WOUFT proposal

1. Language clean up:

- **Gender neutral language throughout.** Consistent capitalization, hyphenation, and font style throughout.

2. Subtle language changes that impact meaning:

- May/shall, could/should/would, others

Article	Summary Description of Changes, Status of Articles and Appendices
x	Preamble – WOUFT name correction
1	Recognition – No change
2	Definitions – Deletions, revisions, clarifications. Now alphabetized. Divisions and Departments/Programs specified separately
3	Union Rights – HB 2016 specifies certain information to which WOUFT is entitled, as well as permitting the Union 60 minutes to present to new faculty at WOU orientation. Article is now consistent with HB 2016.
4	Consultation – Minor language update and permits one more administrator on the Joint Labor-Management Committee (JLMC)
5	Rights of Bargaining Unit Members – Article title change and TRC name change to Digital Media Center WOU flatly rejects WOUFT safety proposal as “unconstitutional” ☹ and insists on mostly current language
6	Appointments – Minor language clarifications
7	Assignment of Duties – a) WOU rejects additional reassignments for new faculty in year 1 b) WOU rejects 1:22 student teacher supervision ratios for NTT faculty (but WOU admits it is current practice) c) WOU rejects 400/500 workload reduction with enough grad students (Lines 56-62) d) Add mileage reimbursement for off-campus trips (lines 142-145) e) WOU rejects extra pay for campus assessment committee & work f) WOU rejects course reassignments for department heads and program coordinators g) WOU rejects extra pay for overload of advisees (even WOUFT limit of 40)

	h) Service now includes advising (which was in Teaching)
8	Evaluation, Tenure and Promotion for Faculty on the Tenure-Track – Current language. WOUFT rejected WOU’s proposal to include the President explicitly, and to grant the UPRC an expanded regular role, in the P&T process. WOU rejected WOUFT’s proposal to simply reorganize the Article for clarity with a single process change - to permit faculty, for whom the UPRC is convened, to provide physical materials to the UPRC when making their case to the UPRC.
9	Personnel Files – Sides agreed to more clearly differentiate between academic and personnel files instead of academic personnel and employment personnel files. The official <u>academic personnel file</u> will now be maintained in the Provost’s Office and the official <u>employment personnel file</u> will be maintained by the Human Resources Office.
10	Responsibilities of the Members and Disciplinary Procedures – a) WOU rejects a prohibition of on-campus meetings during winter and spring breaks (If accepted, Winter and Spring breaks would have been reserved for faculty teaching preparation, grading, and scholarship, and would have not been used for faculty meetings or mandatory faculty time on campus.) b) WOU agrees that “just cause” is required for them to engage in bargaining unit member discipline c) In Section 6 there are changes to disciplinary procedures such as where records will be stored, and a lengthier time for retention of disciplinary records.
11	Assignment of Duties, Evaluation, and Retention for Non-Tenure Track Faculty – Section 5F: 10 potential items for evaluating NTTs (to mostly match items in Art. 8 for TT faculty). Note language “may” which WOUFT insisted upon Includes language on Individually designed course pay which was in Appendix M
12	Reserved Rights of the University – No change
13	Grievances – Some language clarification including explicitly that the exercise of academic judgement cannot be grieved
14	Arbitration – Minor changes made to the arbitration process
15	Layoff – No change
16	Salary – WOU accepts WOUFT proposal – no step (promotion step increases are granted), TT SALARY FREEZE, NTT SALARY FREEZE, and no changes to summer salary rate. Reopener for years 2 and 3. Minor “housekeeping” text changes. WOUFT fought off draconian changes to summer pay.
17	Health and Dental Insurance – Health Care status quo, date changes
18	Outside Employment – No change
19	Notices and Communication – WOUFT name correction
20	Miscellaneous Provisions – CBA printed copy requests now go to the Provost’s Office. No signed copies to appear on the web.

21	<p>Sabbatical – No changes.</p> <p>WOUFT rejected WOU proposal to include references to WOU Policies, which are subject to change outside of bargaining</p> <p>WOUFT rejected WOU proposal to eliminate three one term sabbaticals spread over three years</p>
22	<p>Faculty Development – WOU proposal: Funding for Year 1 - \$180K, Year 2 - \$225K, Year 3 - \$270K</p> <p>All leftovers roll over to the next year –\$58K will rollover to 2020-21</p> <p>WOU accepts Faculty Development Committee chair preference for someone with experience</p>
23	<p>Summer Session – No changes</p>
24	<p>Online Teaching – No changes.</p> <p>a) WOU rejects WOUFT proposal to compensate development of new online courses</p> <p>b) WOU proposes current language, rejects WOUFT proposal caps on online classes</p>
25	<p>Donated Leave Bank – The Donated Leave Bank Advisory Committee is now the WOUFT Executive Council.</p> <p>HR now notifies WOUFT when a Donated Leave Bank Request for Benefits is filed</p>
26	<p>Healthy Workplace – Was Appendix F. WOUFT proposed that this become an Article in the main body of the contract. Minor language improvements.</p>
27	<p>Severability – Was Article 26; no other changes</p>
28	<p>Totality of Agreement – Was Article 27; no other changes</p>
29	<p>Negotiation of Successor Agreement – Was Article 28; date changes</p>
30	<p>Duration of Agreement – Was Article 29; date and signatory changes</p>
Appendix A	<p>Authorization for Dues Deduction from Salary Form – No change</p>
Appendix B	<p>Grievance Form – No change</p>
Appendix C	<p>Notice of Intent to Arbitrate Form – No change</p>
Appendix D	<p>Donated Leave Bank Enrollment Form – No change</p>
Appendix E	<p>Donated Leave Bank Request for Benefit Form – No change</p>
Appendix F	<p>Summary Recommendations for Faculty Continuation on Tenure Track, Award of Tenure, or Award of Promotion – Was Appendix G; no other changes</p>
Appendix G	<p>Division Personnel Review Committee, File Review Guidelines – Was Appendix H; no other changes</p>
Appendix H	<p>Gradual Retirement Program – Was Appendix I.</p> <p>Eliminated PERS 1039 hours “work after retirement” restriction since that is no longer in effect for the next three years</p>

Appendix I	Honors Senior Project/Thesis Credit Banking – Was Appendix J
Appendix J	Reopener Side Letter of Agreement – Was Appendix K WOU accepts WOUFT proposal for a reopener for years 2 and 3
Appendix K	Tenure Relinquishment Side Letter of Agreement – Was Appendix N, Date changes, include “resign” as well as retire, Retiring in 2020-21 will use 2019-20 salary rate.
	Former Appendix L (Article 16, Section 4.A.1 Side Letter of Agreement) – sunset Former Appendix M (Letter of Agreement - NTT Settle-Up) – partial sunset, some language (Parts 3 & 4) moved to Article 11