



WOUFT NEWS

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UPCOMING DATES

**Fri., Oct. 16 1-2 PM (Zoom)
Provost's Annual PRC
Discussion (see 9/24 email)**

**Fri., Oct. 30
Faculty Development
Category 1 applications due
11:59 PM in the Portal**

**Fri., Nov. 20
Applications for full
professor and all other pre-
tenure reviews due
to your division office**

**Tues., Dec. 15 Sabbatical
applications due to your
dean's office**

STEWARDS

Alicia Ibaraki Behavioral Sci-
ences

Open Business and Economics

Open Computer Science

Diane Baxter Creative Arts

Miyuki Arimoto Criminal Justice
Sciences

Kara Gournaris Deaf Studies &
Professional Studies

Shari Hopkins Education &
Leadership

Open Health and Exercise Sci-
ence

Ken Kirby Humanities

Christopher Mansayon Library

Ben Coté Natural Sciences &
Mathematics

Mark Henkels Social Sciences

To fill an open position please
contact Dirk Freymuth.

WELCOME BACK!

Welcome back everyone! This fall term will unfold much like spring term did, with nearly all courses online or delivered remotely. Tough times, but we're tough folks.

There is a lot happening at WOU. Our Fall 2020 Newsletter contains a plenty of valuable information, delivered compactly out of respect for your time. Give it a read and if you have any questions about the newsletter, please contact WOUFT Communications Director Scott Beaver at beavers@wou.edu.

WE HAVE A NEW CBA

Over the summer, negotiations between WOUFT and WOU concluded resulting in a CBA for the period 2020-23. WOUFT members voted overwhelmingly to ratify the contract during the voting period of August 11 – August 13. Please check the WOUFT Collective Bargaining page <http://wouft.org/collective-bargaining/> for summaries of changes. A finalized copy of the CBA will be available there and at the WOU HR website shortly. As part of the settlement, the parties agreed to reopen negotiations on only Article 16 (Salary) during winter term 2021. Big thanks and kudos to Bargaining team Chair Adele Schepige, Team Spokesperson and AFT-OR Field Representative Bryan Lally, and the entire WOUFT bargaining team for their hard and persistent work.

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.

ONLINE PROMOTION AND TENURE BINDERS

The **online PRC binder program is back by popular demand**. If you are interested in submitting your binder material electronically via TK-20, please contact Bev West in Academic Affairs.



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.



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

POLITICAL UPDATE

What do Rep. Teresa Alonso Leon, Rep. Paul Evans, and Rep. Dan Rayfield all have in common? They are all champions of higher education who graduated from WOU! Support the advocates of higher education and working families this election season. Visit WOUFT's [Political Education and Action page](#) for a link to AFT-Oregon's recommended candidates.

[Click here](#) to register to vote at your current address right way!

The deadline to mail your ballot is Wednesday, October 28th. Your vote matters; now more than ever!

If you would like to get involved as a phone banker or by sharing social media content, please contact Emily at ejplec1@gmail.com from a non-WOU email address!

GENDER JUSTICE AND EQUITY 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 probably not be able to have face to face meetings for this academic year, we are committed to the important work of this caucus. We hope you will join us on Zoom for meetings this year. Watch for announcements soon.

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.

PROGRAM OR DISCIPLINE CURTAILMENT AT WOU

On May 7th, President Fuller declared that program or discipline curtailment was imminent. On May 20th and June 1st, the President, along with three additional administrators who served as consultants, met with five members of the Union (2 spokespeople and 3 consultants) to discuss alternatives to program or discipline curtailment.

1. During the May 20th meeting, WOUFT asked questions to get a better sense of the magnitude of the cuts the President envisioned to faculty and programs. He indicated that the magnitude of the cuts may be in the range of \$4,000,000 for Academic Affairs. WOUFT does not believe that faculty and programs should bear the brunt of this drastic cut; however, that is the number that the President provided. We also had a general discussion about ideas for alternatives to cuts that WOUFT was considering. WOUFT shared that we had conducted a survey of our members soliciting ideas for alternatives to program cuts and that we were still evaluating results. Consequently, we agreed that a second meeting was warranted where WOUFT would propose alternatives.
2. During the June 1st meeting, WOUFT suggested that the faculty be given an opportunity to offer up efficiencies and ideas for budget reductions regarding their own programs. We felt this suggestion represents an important step that should be exercised before actual program or discipline curtailment. Because many of our members have gone through similar budget reduction exercises in the past, we have the knowledge and experience to offer efficiencies and ideas relevant to our own programs. This suggestion also included options for different levels of cuts modeled around different percentages (e.g., 10%, 15%, etc.). We also mentioned that given the diversity of our programs, one size does not fit all. Our hope is that the administration will appreciate that faculty understand the gravity of the challenges our university is faced with and that we would like an active, collaborative role as we move *Forward Together*. WOUFT also offered several alternatives to program or discipline curtailment that were largely reflective of the feedback we received from our membership surveys and during our WOUFT Q & A session.
3. In August, President Fuller agreed to a Sustainability Taskforce, convened through Faculty Senate and designed to provide an opportunity for additional faculty input to the President's Article 15 Taskforce. President Fuller assigned the Faculty Sustainability Taskforce the goal of providing separate models to reduce faculty salary and OPE by \$1M, \$2M, \$3M and \$4M. President Fuller believes that these varying planning levels of cuts will allow the university to better respond to the increasingly volatile and uncertain factors, such as enrollment and state funding. **The timeline to do this work will be short, with a final report due to the university president by October 28th, 2020.**

WOUFT is alarmed that our sustainability taskforce is required to do this important work within the next three weeks. It is our understanding that President Fuller intends to present his plan to the WOU Board of Trustees for approval at the November 18th Board meeting.

Those familiar with the CBA will recall that Section 3 of Article 15 stipulates the following:

- I. After a declaration is made that one of the conditions described in Section 2 exists or is imminent, the President will meet with two (2) members of the Union to discuss alternatives.
- II. Following the meeting the President shall present a plan to implement the conditions described in Section 2 to the Union. The plan will include proposed reductions to divisions and programs.
- III. The Union will have an opportunity to review and make comments on the President's plan and to suggest alternatives.
- IV. The President will consider the suggested comments of the Union before preparation of the final plan.
- V. The President's final plan shall be given to affected divisions or units no later than one month prior to implementation.
- VI. The Union shall be concurrently provided with a copy of the President's final plan.

(Continued on the next page)

PROGRAM OR DISCIPLINE CURTAILMENT AT WOU (CONT'D)

The WOUFT Executive Council wonders how these conditions will be met. The Faculty Sustainability Taskforce will issue its report to President Fuller on 10/28. Following this President Fuller will need to finalize his plan, and provide it to WOUFT. It appears that WOUFT will have very little time to review the plan and the President will have very little time to consider the suggestions WOUFT can offer. And while we wish the Taskforce well in its endeavors, we question the premise that a sufficiently comprehensive analysis of sustainability issues at Western Oregon University can be completed in the next three weeks.

NEGOTIATED: F20/W21 COVID-19 LETTER OF AGREEMENT

WOUFT recently finalized a Letter of Agreement (LOA) for the Fall 2020 and Winter 2021 terms with the University. This LOA is similar to the spring 2020 LOA in that it affords faculty the following, among other things:

- I. the right to transition course modality back to in-person once the COVID-19 crisis has abated
- II. flexibility for faculty supervising student teaching, internships, and practica
- III. a commitment from the university to provide reasonable technical, physical and knowledge -based support
- IV. for tenure and/or promotion, some flexibility regarding the relative emphasis for each of teaching, scholarship and service during the COVID-19 crisis
- V. postponement of approved sabbaticals, if requested by the faculty member
- VI. the option to suspend the use of Student Course Evaluations for evaluative purposes during the COVID-19 crisis
- VII. the option to request a clock stoppage for tenure-track faculty
- VIII. postponement of classroom observations for the fall 2020 term unless faculty request to be observed

Some of the specific details will be established during upcoming joint labor-management meetings. The LOA, in its entirety, can be perused at: <http://wouft.org/collective-bargaining/>

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, RVEC 128

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

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

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

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 can help shape WOUFT policy for the future. As a bargaining team member you can 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, and never more than now!