



WOUFT NEWS

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UPCOMING EVENTS

**Th Apr. 8 3-4:30 PM (Zoom)
WOUFT Spring General
Membership Meeting**

STEWARDS

Alicia Ibaraki Behavioral
Sciences

Open Business and Eco-
nomics

Open Computer Science

Diane Baxter Creative
Arts

Miyuki Arimoto Criminal
Justice Sciences

Kara Gournaris Deaf
Studies & Profession-
al Studies

Shari Hopkins Education
& Leadership

Open Health and Exer-
cise Science

Ken Kirby Humanities

Christopher Mansayon
Library

Ben Coté Natural Scienc-
es & Mathematics

Mark Henkels Social Sci-
ences

To fill an open position
please contact Dirk
Freytmuth.

Your union is working hard for you! Our Spring 2021 Newsletter delivers useful information, delivered compactly out of respect for your time. If you have any questions about the newsletter, please contact WOUFT Communications Director Scott Beaver at beavers@wou.edu.

WOUFT AND SEIU HARDSHIP FUNDS

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 a local hardship fund. The WOUFT hardship fund is administered by Chloë Hughes, and the local SEIU hardship fund is administered by Sharyne Ryals. If you are able and would like to contribute, you can do so by sending a check.

For the WOUFT Hardship Fund, please make your check payable to WOUFT with "Hardship Fund" in the memo line and send your donation to Chloë Hughes, RWEA 128, Western Oregon University, 345 North Monmouth Avenue, Monmouth OR 97361.

If you are a WOUFT dues-paying member you may request up to \$250 from the WOUFT Hardship Fund. To do so, simply complete the form available [here](#) and then send an email to the WOUFT VP for Membership and Organization (Dirk Freymuth) to notify them of your request. Once your membership status has been confirmed your request will be forwarded to the hardship fund committee and you will receive an email response regarding the disbursement of funds.

For the WOU 082 (staff) SEIU Hardship Fund, please make your check payable to SEIU 503 with "WOU 082 Hardship Fund" in the memo line and send your donation to Sharyne Ryals, WOU 082 Treasurer, Social Science Division (Bellamy Hall).

You can also donate to the broader SEIU 503 hardship fund online (which supports SEIU members across the state): <https://seiu503.tfaforms.net/614>.

CAUSA / OREGON WORKER RELIEF FUND

CAUSA is raising funds to support undocumented workers who are denied federal relief funds, via Oregon Worker Relief Fund. Donate online [here](#). If you are grateful to have a job and steady income, please take a moment to help fellow workers who have recently lost theirs.



*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/

LAYOFFS

Your WOUFT XC has exhausted all institutional mechanisms for stopping Article 15 implementation and the additional cuts to scheduling. As you know, we have limited our conversations with legislators to concerns about our Board of Trustees' lack of responsiveness to our concerns. We will now be taking our institutional and governance concerns to the broader public and state in hopes of garnering wider support for the preservation of WOU's mission. We know how painful this past year has been for you, our faculty colleagues, especially those who have received layoff or nonrenewal notices. You helped to make WOU an excellent undergraduate institution and now the university is turning its back on you. Your elected union officers will continue to fight to reverse those layoff decisions and to demand capable and accountable administration. We hope every union member will join us in that effort. WOU works because we do.

POLITICAL UPDATE

Your WOUFT Executive Council, along the SEIU local WOU 082 Executive Council has been in regular contact over the past nine months with key legislators, working to provide better working conditions for WOU faculty and staff. After appealing unsuccessfully to the WOU Board of Trustees to pause the Article 15 program / discipline curtailment and other layoff processes, we turned part of our attention to the long game. Please take a close look at [Senate Bill 854](#), whose chief sponsors are Senators Frederick and Gelser and Representatives Evans and McLain, and which proposes several reforms including:

- Requiring that Boards of Trustees complete comprehensive bi-annual performance reviews of university presidents, including comments from the official faculty, staff, and student organizations on campus, to be provided to the Governor and the Higher Education Coordinating Commission,
- Designating any elimination of a major program a "significant change" to the university's academic programs (hence subject to HECC approval, and by WOU policy, WOU Board approval as well),
- Requiring the HECC to establish a process by which any employee or student of a public university in Oregon may appeal any decision made by a university governing board,
- Permitting official faculty, staff and student organizations to make official recommendations to the Governor for prospective Board member candidates, and
- Allowing faculty and staff unions and official student, faculty and staff organizations to make regular reports to the Board, among other reforms.

LEAVE BANK DONATION LETTER OF AGREEMENT

WOUFT has negotiated and signed an LOA with administration permitting faculty who are leaving WOU to make a one-time donation of a maximum of 520 hours to the Donated Leave Bank; the LOA is available at the WOUFT Collective Bargaining page [here](#).

If you are a retiring faculty member who is considering making such a donation, please **consult with HR** to determine how it may affect your retirement distributions.

COVID-19 LOA EXTENDED THROUGH SPRING TERM 2021

WOUFT recently negotiated an extension of the COVID-19 Letter of Agreement (LOA) with the University through spring term 2021. This LOA 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 (**please contact an Executive Council member ASAP if an administration member tells you that you are required to have a classroom evaluation this year**)
- VII. the option to request a clock stoppage for tenure-track faculty
- VIII. postponement of classroom observations unless faculty request to be observed

The LOA can be viewed in its entirety at the WOUFT Collective Bargaining page [here](#).

WOUFT 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 / department / 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, now more than ever!

WOUFT BAR-GAINING TEAM

Adele Schepige,
Chair

Bryan Lally, Team
Spokesperson

Bryan Dutton,
WOUFT President

Dirk Freymuth,
WOUFT VP for Mem-
bership and Education,
Creative Arts

Chloe Hughes,
WOUFT Treasurer, Ed
& Leadership

**Melanie Landon-
Hayes**, WOUFT Sec-
retary, Ed & Leader-
ship

Scott Beaver,
WOUFT Communica-
tions Director, NSM

Chehalis Strapp, Be-
havioral Science

Open, Business &
Economics

Tad Shannon, Com-
puter Science

Miyuki Arimoto, Crim-
inal Justice Sciences

Elisa Maroney, Deaf
and Professional Stud-
ies

**Jennifer Taylor-
Winney**, Health and
Exercise Science

Ken Kirby, NTT Rep

Mark Perlman, Hu-
manities

BARGAINING UPDATE

Bargaining officially begins on the day that at least one proposal is made. That has not yet happened, so the official start of bargaining on the Article 16 (Salary) re-opener will likely be April 14, the date of the next scheduled face-to-face meeting between WOUFT and WOU.

OREGON TECH BARGAINING-IMPASSE!

The administration at Oregon Institute of Technology declared impasse with Oregon Tech AAUP faculty on March 10. The two parties are still engaged in mediated negotiations through the cooling off period, but their faculty are planning for the worst possible scenario following a final offer from their administration which, among other things, proposed merit-only salary increases, a 10% reduction of insurance premium coverage for faculty with families, any insurance premium cost increases born solely by faculty, the potential for administration to leave PEBB for another insurer each year, a workload policy with no definition of workload unit, and a workload policy that can be changed at the Provost's discretion.

The OT administration has recently created a replacement instructor pool in case of a strike. Hiring replacement (scab) instructors in Spring for courses normally taught by OT-AAUP faculty is a blatant attempt to undermine collective bargaining and the potential power of our unions. Please let an Executive Council member know if you are aware of any calls for scab workers, you can support faculty at Oregon Tech by sending a letter to their president and provost here: https://actionnetwork.org/letters/fair-contract-now-for-otaaup?source=direct_link&

AFT-OREGON SPRING 2021 CONVENTION

Your Executive Council will attend the (online) 2021 AFT-OR Convention 4/23-4/25, to represent WOUFT and to help guide AFT-Oregon's policies and activities during the following two years.

WOUFT has submitted three Resolutions to Convention, including

a resolution in support of [SJR 10](#), which would close a loophole in the Oregon Constitution currently permitting state-sanctioned slavery of persons convicted of crimes,

a resolution in support of student food and housing security via [House Bill 2835](#) (thanks Leanne Merrill for proposing this!) which, in part would require each community college and public university to hire a benefits navigator to assist students in determining eligibility and applying for federal, state and local benefits programs, and

a resolution in support of the aforementioned [Senate Bill 854](#) which proposes a number of needed reforms to university governance.

WOUFT OFFICER NOMINATIONS OPEN—ELECTIONS COMING UP IN MAY

Every two years, WOUFT holds an election for all WOUFT officers. The election will be held electronically in May, the date is currently TBD but watch for an announcement soon. All of the following positions are open:

- President
- VP for Membership and Organization
- VP for Political Action and Education
- Secretary
- Treasurer
- Communications Director

(the Bargaining Team Chair is appointed by the elected members of the WOUFT Executive Council, after their election). Duties of Executive Council officers are enumerated in the WOUFT Constitution and Bylaws, available [here](#). As a WOUFT Executive Council member you can make a real difference in the working lives of your co-workers. If you are interested in running for one of the offices on the list above, please contact WOUFT Secretary Melanie Landon-Hays.

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.