

**Letter of Agreement  
Between  
Western Oregon University (WOU)  
And  
Western Oregon University Federation of Teachers (WOUFT)  
February 28, 2025**

This Letter of Agreement addresses Division Chair Appointments and associated Workload Units (WLU) as described in Article 8, Section 3C of the collective bargaining agreement (CBA) between WOU and WOUFT which states:

*Compensation. Starting in Summer 2025, division chairs will earn a stipend of \$1142 per month for 12 months in each full academic year. Starting in Fall 2025, during the regular academic year, they will receive 12 to 24 instructional WLU based on the complexity of the responsibilities of leading their division. In the 2024/2025 academic year, a transition workgroup will make decisions on reassignment WLU by consensus, as described in Appendix M.*

This Letter of Agreement represents the collaborative and common understanding of the above-named parties.

**WHEREAS**, this section presented a range of 12 to 24 WLU in the initial agreement, and

**WHEREAS**, in the WLU and Division Chair workgroups, an understanding was reached about assignment of WLUs for the year 2025-2026, and

**WHEREAS**, this information was shared with Deans and Division Chairs to support the creation of their WLU plans for the 2025-2026 academic year,

**NOW AND THEREFORE**, only for the 2025-2026 academic year, WOU and WOUFT agree as follows:

- 1) The WOUFT leadership and WOU administration jointly recommend that division chairs receive 20 WLU as a stop-gap measure for academic year 2025-26 WLU plans. This is not intended to set precedent for future years. The recommendation for this one year will provide the work group with time to have meaningful, structured conversations with division chairs to learn more about the unique division needs and chair workloads in each individual division.
- 2) Division chairs and deans may mutually agree on the assignment of additional WLU for duties outside the scope of the CBA based on past practice and the division chair position as described in the CBA.

This agreement sunsets at the end of the 2025-2026 academic year and does not apply to WLU plans for 2026-2027 or thereafter.

On behalf of the University:

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Jose E. Coll

Date: \_\_\_\_\_

On Behalf of the Union:

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Melanie Landon-Hays

Date: \_\_\_\_\_