

"As it has over the decades, the union movement stands for the fundamental moral values that make America strong: quality education for our children, affordable health care for every person—not just some—an end to poverty, secure pensions and wages that enable families to sustain the middle-class life that has fueled this nation's prosperity and strength. Union members and other working family activists don't just vote our moral values—we live them. We fight for them, day in, day out. Our commitment to economic and social justice propels us and everything we do."

—John Sweeney, AFL-CIO

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WOUFT News

AFT-Oregon Local 2278

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WOUFT Winter Party on January 11, 2008 Mark your calendars!

WOUFT will host a contract-celebration, new member welcome, winter party extravaganza on Friday evening, January 11 from 4:00—6:30 at Gentle House. We will also have information available about new AFT benefits and initiatives. Union members are encouraged to bring one or more of the following:

- ◇ Loved ones
- ◇ A dessert
- ◇ Musical instruments
- ◇ Good cheer

**Friday, January 11
4:00—6:30 p.m.
Gentle House**

Your faithful union officers will take care of the rest!

Bargaining Highlights: The 2007-2009 CBA

Numerous factors led to this year's successful and collegial negotiations, including:

- ◇ The hard work and dedication of previous union teams.
- ◇ A promising (or at least less devastating than usual) financial picture at the state and institutional level.
- ◇ Ongoing communication between union representatives and management through task forces created by the 2005-2007 WOUFT collective bargaining team.
- ◇ An earlier start (than permitted by previous bylaws and agreements) to WOUFT deliberations and proposal discussions
- ◇ Effective leadership and a willingness to cooperate. While we've come to expect this from our union sisters and brothers, WOU administration has not always been so forthcoming and genuine in their willingness to consider our workplace issues.

As a result, the WOUFT was able to secure a fair and strong contract. In addition to moderate salary increases, features of the new contract worthy of special note are:

1. New language regarding tenure and promotion (T&P) and a strengthening of the accountability process for administration in the period between promotion to associate and full professor. The new T&P language **does not** create new standards for promotion but rather clarifies and identifies the range of evidence that candidates may include in their files. The new language provides a mechanism for greater consistency in evaluation of candidates, greater accountability in the reporting of official feedback from administration (including PRCs), and greater clarity for faculty members applying for tenure and/or promotion.
2. Increased faculty development funding (\$300,000 for the biennium). (cont. on p. 2)

Bargaining (continued from p. 1)

- 3. Workload relief in several forms.
 - Additional FTE to address severe workload inequities in Natural Science & Mathematics and Teacher Education.
 - Reassignment time (through Faculty Development)
 - First year faculty release time (one course during the first year of FT teaching on tenure-track)
 - Credit banking (see related story below)
 - Greater sabbatical flexibility
- 4. Language change from “Adjunct” or “fixed-term” to “Non-tenure track” faculty. The latter term is intended to better reflect the substantial and sustained contributions of many non-tenure track faculty to the WOU community.

*Special thanks
to the 2007-2009 WOUFT Bargaining Team!*

Credit Banking: Benefit or Insult?

The 2007-2009 contract includes credit banking for credit-earning student instruction beyond assigned workloads (pp 11-12 of the CBA). In effect and with a handful of administration-imposed restrictions, the language says that full-time faculty with undergraduate loads can bank unscheduled instructional hours at a ratio of 24 SCH (student credit hours) = 1 credit hour faculty release time.

One union member astutely noted that we’ve gone from being unrewarded and unacknowledged for our extra efforts on behalf of students to being insulted. Among the insults are: 1) a five year window after which credits expire, 2) variable credit ratios depending on extent of faculty supervision (1 SCH does not always = 1 credit hour), and 3) most obviously, the ratio itself. Few faculty members are likely to accrue the 72+ hours required to take advantage of the release time.

So why did WOUFT accept it? Credit banking has been an agenda item for several bargaining cycles. Getting language in the contract gives us a better chance of strengthening the provision in future negotiations.

SCHOLARSHIPS

FOR MEMBERS AND DEPENDENTS

AFT-Oregon offers scholarship opportunities for members and dependents who are pursuing higher education. One is a \$1,000 scholarship available for members. The other two scholarships are designated for dependent children of members. Download your forms here: <http://www.aft-oregon.org>. Please note that fair share payers are not eligible for AFT-Oregon scholarships.

AWARDS FOR LOCALS & MEMBERS

John Conner Memorial Award - recognizes a member who exhibits the selfless, spirited enthusiasm and devotion to causes of the union which serves as an inspiration to fellow union activists.

Outstanding Contribution to Public Awareness— recognizes a member or other supporter of AFT-Oregon.

Communications Awards - recognize a variety of publications and Local communications activities, and are not exclusive to Locals with newsletters.

Download forms at <http://or.aft.org/>



WOUFT Remembers

Ed Mayne, the longest-serving state AFL-CIO President (also the youngest, elected at the age of 32 in 1977), died of cancer at the age of 62 on November 25. Mayne also served as a Utah State Senator from 1994 until his death. AFT President John McElroy summarized Mayne’s contribution to the union movement: "Ed was a tireless and effective advocate for Utah’s working families, the disenfranchised and the less fortunate. . . Utah’s growing labor movement is a significant part of his enduring legacy. Ed’s many friends and colleagues can honor his memory by working to advance the principles in which he so passionately believed. We will miss him greatly."

(photos and information from: http://www.aft.org/news/2007/mayne_dies.htm & http://www.sltrib.com/ci_7559906