



“In our glorious fight for civil rights, we must guard against being fooled by false slogans, as 'right-to-work.' It provides no 'rights' and no 'works.' Its purpose is to destroy labor unions and the freedom of collective bargaining”
 — Dr. Martin Luther King, Jr.

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WOUFT News

AFT-Oregon Local 2278

Honoring the Memory of Dr. King by Fighting “Right to Work”

In this issue:

Honoring Dr. King by Fighting “Right to Work”	1
Bargaining for the Next Biennium	1, 2
WOUFT turns 33 in 2007	2
Conference Announcement	2
In Memorium	2

Salary Sense

Today, the salary of every tenure-track WOU faculty member can be calculated by a simple formula:

$$Y = A + B1X1 + B2X2$$

“Y” stands for a person’s current step (there are 33 of them), “A” stands for the number of bonus steps a person receives upon initial hire with the criteria for such steps expressly stated in the collective bargaining agreement, “B1X1” stands for the faculty member’s years of service (X1) multiplied by one step (B1), and “B2X2” stands for the number of promotions a faculty member has received (X2) multiplied by four steps (B2).

The murder of Dr. Martin Luther King, Jr. on April 4, 1968 struck a devastating blow to the nation. His reputation and his influence spread far beyond the cross-racial coalitions united by the Civil Rights Movement. In fact, as many readers know, King was in Memphis to support striking sanitation workers on the night he was killed.

Dr. King’s commitment to the labor movement was unwavering. On several occasions, King addressed the threat of “right-to-work” legislation, which the AFL-CIO has recently dubbed “right to work for less” legislation. The misleading slogan “right to work” masks attempts by big business lobbyists and legislators to undermine collective bargaining laws and fair share agreements.

According to the AFL-CIO, workers in states that have passed right to work legislation “have a consistently lower quality of life than in other states—lower wages, higher poverty and infant mortality rates, less access to the healthcare they need, and poorer education for their children.” In addition, workplace deaths and injuries are 51% higher in “Right to Work” states than in states without the legislation.

The “Right to Work” special interest is moving into Oregon and may appear on next year’s ballot. For more information about the “Right to Work” threat, please visit:

<http://www.aflcio.org/issues/legislativealert/stateissues/work/>

Bargaining for the Next Biennium: An Overview by Ed Dover

Once again, it is collective bargaining time. Our talks with management will begin in February and continue until we have a new contract for July 1, 2007 to June 30, 2009. Our primary goal is to have a new contract in place when classes begin in September for the 07-08 academic year. Three general sets of issues will likely guide our approach; salary; quality of faculty life; and unresolved topics from past negotiations.

We made significant improvements in salary during the last bargaining cycle and salary will continue to be of major importance until we achieve our goals of acquiring and maintaining equity. There are two kinds of salary equity: internal and external. Internal equity occurs when each WOU faculty member’s salary is fair in relationship to the salaries of other WOU faculty. We have made great strides toward internal equity through the step salary system won in 1997 (“Salary Sense”).

The union has had to fight to establish, preserve and strengthen the step system throughout the last decade. Management’s initial salary proposal in every round of bargaining since that time has either tried to eliminate the steps entirely or reduce their implementation dates or fairness. These actions have been driving factors in the problematic negotiations of the past few years and were major reasons for the strike votes cast by WOUFT members in 2001 and 2005.

(continued on pg. 2)

Bargaining (continued from pg. 1)

Unlike internal equity, external equity evaluates WOU salaries in relation to those of comparator institutions in Oregon and other states. In recent years, our salaries have increased from about 75% of those of our comparators during the early 1990's to slightly above 90% today. The 2003-05 pay freeze slowed our momentum toward closing this gap. The pay increase won in the recent contract, 10.3%, is only slightly more than the cumulative inflation rate of the past four years. We may not reach 100% parity immediately, but we expect to make significant moves toward it during the next round of bargaining. Improvements in WOU's fiscal management and state funding for education should help us achieve this goal.

A second set of issues, quality of faculty life, involves faculty development, teaching load, and tenure/promotion standards. Increasingly, scholarship is becoming an important facet of faculty life at WOU. Faculty can no longer limit

themselves to teaching classes and expect to be retained or promoted. Instead, faculty are being hired and promoted on the basis of teaching credentials *and* scholarship, and evaluated accordingly. If this trend is to continue, the university administration must provide the resources—the time, money and clear evaluation standards—necessary to support these new expectations. The union bargaining team is committed to addressing workload, seeking substantial increases in faculty development funds, and establishing objective criteria for guiding the tenure/promotion process. It is important to understand that these issues are linked to one another and must be addressed in tandem.

Finally, there are a number of other issues to be discussed, including grievance procedures, parking fees, adjunct contracts, classroom and office space, new faculty reassignments, association memberships, and internal audits. These issues will be discussed at the union meeting on January 11 from 3:30 - 4:30 in ITC 211.

Every advance in this half-century-Social Security, civil rights, Medicare, aid to education, one after another-came with the support and leadership of American Labor.
-- [Jimmy Carter](#)

AFT National Higher Education Issues Conference
Solidarity in Action: How We Can Shape the Future of Higher Education

March 30-April 1, 2007

Hilton Portland & Executive Tower
921 SW Sixth Avenue
Portland, OR 97204

WOUFT Turns 33 in 2007

The union we know today as WOUFT was conceived more than three decades ago and formally registered with the Oregon branch of the American Federation of Teachers (AFT) in 1974.

The salary step system, decompression, grievance procedures, faculty development, promotion and tenure standards — all were major victories won by your union.

Please share your union stories, photos, and other memorabilia with Emily Plec, in the interests of developing a WOUFT archive. Please indicate if you wish to have your materials returned.

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WOUFT Remembers



WOUFT mourns the loss of Laurence Lyon, Emeritus Professor of Music and union President from 1983-1988.