

Digest of Changes UFE-EWU Collective Bargaining Agreement, 2022-25



On June 3, 2022 the Union and the University reached a tentative agreement on a new faculty contract. This tentative agreement may be ratified by both parties. UFE ratification is by a majority of UFE members who vote. The EWU ratifiers are the Board of Trustees who are scheduled to vote on June 23, 2022.

This tentative agreement builds on the strength of the current CBA by updating and improving our CUPA-based salary model, maintaining workloads, aligning the contract with campus reorganization, creating a new category of clinical faculty, improving senior lecturer rights and contract periods, recognizing and maintaining the unique role of library faculty in the campus community, establishing a review period for the feasibility of tuition waivers for EWU employee dependents, and reaffirming the primacy of the CBA over policy documents.

UFE will hold a membership meeting (via Zoom) to answer questions about this tentative agreement and the ratification process.

Membership meeting:
1-3 pm on Wednesday, June 8, 2022
See private email for Zoom link

The UFE Bargaining Team, UFE Labor-Management Team, and UFE Executive Board all unanimously recommend a YES vote on this tentative agreement. We believe that it will significantly improve working conditions for faculty at EWU.

Voting will take place from noon on June 8 to noon on June 13, 2022. Check your private email for a voting link.

Please vote YES!

Major Changes:

Article 3 Appointments

Creates a new category of clinical faculty for the health sciences, including the new nursing program.

Article 5 Tenure and Promotion	Establishes the right of senior lecturers to serve on personnel committees evaluating retention of lecturers and promotion to senior lecturer. Shortens the waiting period from 6 years to 3 years after promotion for senior lecturers to receive a 3-year contract. Establishes promotion standards for clinical faculty. Asserts independence of chair and PC (formerly DPC) evaluations.
Article 7 Professional Rights/Resp.	Maintains current workloads for faculty. Streamlines the evaluation of tenured full professors. Maintains the historical 1:1 ratio for conversion of lab contact hours to workload credit hours while the Modes of Instruction appendix is discussed and revised in JLMC during the 2022-23 academic year. Adds right of rebuttal for evaluation of special faculty.
Article 8 Compensation	Brings us to the proper base year of 2021-22 for market-based salaries. Salaries will be pegged to the current average of all public universities in the US according to 2021-22 CUPA data. Your salary includes the CUPA peg and a COLA for each year of the contract. COLAs are 4.25%, 3%, and 3% for years 1, 2, and 3, respectively. Maintains a minimum compensation of \$900 per credit for online PTOL. Clarifies summer expectations for chairs/school directors. Commits to JLMC discussion of the feasibility of tuition waivers for dependents of EWU employees.
Article 10 Chairs and Directors	Incorporates and updates the MOU on Academic Program Directors. Establishes the categories of intradepartmental, independent, and cross-departmental academic program directors. Expands terms for academic program directors. Gives incumbent academic program directors who have already served 4 or more years (regardless of the length of the incumbency period) one additional 4-year term.
Article 16 Nondiscrimination	Includes section on diversity, equity, and inclusion. Recognizes the important role of independent academic program directors in leading DEI initiatives across campus.

Other Notable Changes:

Article 2 Organization	Clarifies the revision process for P&Ps and establishes deadlines for revising P&Ps.
Article 4 Qualifications	Clarifies the difference between a negotiated shortened period for the tenure timeline and early tenure.
Article 22 Online Education	Adds the hybrid mode of delivery to discussion of online education.
Article 23 Duration	The duration of the new contract is 3 years, and there are no reopeners during the term of the contract.
Appendix D Modes of Instruction	Establishes a deadline for JLMC to update and revise the MOI appendix for face-to-face, online, and hybrid courses at EWU.

The Preamble and Articles 1, 6, 9, and 15 and Appendices A, B, and C were not changed.

Gender-specific language in the contract has been updated to gender-neutral language.

References to the library dean and other relevant administrative, chair, or school director positions have been revised and updated to reflect academic reorganization.

The term “Department Personnel Committee (DPC)” has been changed to “Personnel Committee (PC)” for schools, departments, and independent programs.