

## Digest of Changes UFE-EWU Collective Bargaining Agreement, 2019-22



On May 23, 2019 the Union and the University reached a tentative agreement on a new faculty contract. This tentative agreement is ratified by an affirmative vote of members of the United Faculty of Eastern.

The tentative agreement builds on the strength of the current CBA by affirming faculty ownership of copyrightable intellectual property, strengthening the FAP, improving our CUPA-based salary model, maintaining workloads, and reaffirming the primacy of the CBA over policy documents.

UFE will hold a membership meeting on the Cheney campus to answer questions about this tentative agreement and the ratification process. Ratification procedures and a copy of the tentative agreement are found on the UFE website ([ufeonline.org](http://ufeonline.org)).

Membership meeting:  
noon to 1 pm  
Thursday, June 6, 2019  
Patterson Room 139

The UFE Bargaining Team, UFE Labor-Management Team, and UFE Executive Board 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 June 6-12, 2019. Check your private email for a voting link.

Vote YES!

### Major Changes:

#### Article 17 Intellectual Property

Your copyrightable works are yours! Faculty ownership of intellectual property is now enshrined within the contract. Works for hire are clearly delineated; they are commissioned works and owned by EWU; contracts must define ownership, time period of ownership, and compensation. The supremacy of the contract is restated, and Appendix B (EWU IP policy) has been

removed from the contract to prevent confusion. Patents are found in the EWU IP policy, which must be bargained and cannot be changed unilaterally.

#### Article 8 Compensation

This contract brings us to the proper base year of 2018-19 for market-based salaries. Salaries will be pegged to the current average of all public universities in the US for 2018-19. Your salary starting September 1, 2019 includes the CUPA peg and a 2% COLA for each year of the contract. Online PTOL carries a minimum compensation of \$900 per credit. Time in service has been added to Article 8. Summer chair stipends will be \$12,000, an increase of \$1,000 over the current average summer stipend for chairs. The 12-month pay option for faculty with multi-year contracts is in the CBA for the first time.

#### Article 22 Online Education

There is a new article on online education. Affirms faculty ownership of online instructional materials, and defines work for hire contracts for online courses. Allows online instruction as in load or overload, and reaffirms standards and rigor for online courses.

#### Article 10 Chairs and Directors

Academic program directors are now covered by the CBA. By February 28, 2020 JLMC will determine which EWU faculty members have Academic Program Director status.

#### Article 21 Faculty Dispute Resolution

New article concerning the role of the Faculty Review Board (FRB) in faculty disputes over tenure and promotion, denial of extension of probationary period, workloads, and FAPs. FRB no longer considers appeals of paid professional leave to respect the work of Faculty Organization committees.

#### Other Changes:

#### Articles 1, 2, 3

Role of FAP protected and enhanced. Reasserts supremacy of the CBA over P&Ps. Clarifies revisions of P&Ps. Affirms search committees as the groups responsible for identifying candidates for on-campus interviews. P&Ps will be revised to refer to the CBA for tenure/promotion and other

procedures. P&Ps cannot be modified or revised without a ballot of faculty.

Article 4 Qualifications for Appointment Clarifies the nomination and evaluation process for early tenure. Clarifies role of FAP. Waive recruit employment now counts toward promotion to senior lecturer.

Article 5 Tenure and Promotion Clarifies the role of the FAP, evaluation process, and evidence considered. Gives longer timelines for candidate response to evaluations.

Article 7 Professional Rights/Resp. Maintains current workloads for faculty. Clarifies procedure for peer observation of teaching. Time in service section moved to Article 8.

Article 9 Semester Faculty Updated to reflect the transition of departments/programs to semesters in Health Science. All mention of semesters sequestered to this article and these faculty members.

Article 11 Leaves Leaves expanded to be consistent with new state law.

Article 16 Nondiscrimination Now refers to EWU policy to better educate faculty members on their rights and responsibilities regarding nondiscrimination and sexual harassment.

Article 18 UFE-EWU Relationship Clarified university service.

Article 23 Duration The duration of the new contract is 3 years, and there are no reopeners during the term of the contract.

Articles 1, 6, 13, 14, 15, 19, and Appendices A, C, and D were not changed.

All gender-specific language in the contract has been changed to gender-neutral language.

The EWU Joint Labor-Management Committee will be updating Appendix E (Modes of Instruction) in the next academic year.

There is also a one-time, voluntary option for early retirement with extra compensation.

Bargaining team members:

Richard Orndorff (Chair), Michael Conlin, Kristin Edquist, Jim Headley, Hayley Lake, Gary McNeil, Don Richter