

# UNITED FACULTY OF EVERGREEN

# COMMUNIQUE

April 8, 2009  
Volume 2, Issue 3

## Coordinating Committee:

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Vice-Chair: Jose Gomez  
Treasurer: Rebecca Sunderman,  
Communications: Ruth Hayes  
Steward Coordinator: Sarah Ryan  
At-Large Representatives:  
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Tony Zaragoza

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Rebecca Sunderman  
Brian Walter  
Gary McNeil\*  
Edward Taub\*  
[\*United Faculty of Washington State  
(WEA/AFT)]

**Spring General  
Membership  
Meeting:  
APRIL 17<sup>TH</sup>  
5-7PM,  
Sem II B1107**

## UFE Statement of Support for Public Service Centers and Budget

*At the last UFE membership meeting on January 31st, we discussed a strong sense of UFE faculty support for Evergreen's public service centers and other programs mentioned for elimination in the Administration's budget reduction scenarios, including Tacoma and the Longhouse. The membership directed the Stewards Council to develop and review a statement to be written by a sub-group of UFE members. Since there wasn't time to bring it back to the full membership meeting before further budget scenarios were presented to the faculty, the membership authorized the Stewards Council to approve the statement. The initial draft was written by Ruth Hayes, Susan Preciso, Chuck Pailthorp and Alan Parker. The Stewards Council approved the statement at their meeting on February 23rd and it was presented at the Faculty Meeting on February 25th. Chairperson Laurie Meeker asked the UFE Stewards who were present to stand, and they read the following statement:*

After our general membership meeting of January 31 and the conversations that followed, the UFE resolved to address the budget crisis in which the College finds itself. As part of the Academic Division, we were presented with a list of hypothetical "eliminations", but we found that the Administration was not exercising the leadership we urgently need. Within Academics we are being presented with a false choice between eliminating valuable public service centers and cutting faculty salaries. This choice plays different constituencies off of each other and

weakens us. As of this writing, the Administration has not provided details of the whole college budget that would enable us to make any number of different proposals and choices. It's clear that the UFE, the wider Faculty and Evergreen community overall must step up to the crisis confronting us. We cannot sit by and wait for what happens next.

We support a broader and more transparent process for budget deliberations than has emerged to date. In  
*(cont. on page 4)*



*Proud dads Ariel Goldberger and Sequoia Miller with Isaac Ascher Blau.*

*Ariel is the first faculty dad to take advantage of the paid parental leave benefit in the CBA.*

*(See "Know Your Contract" on page 3 for an explanation of this benefit).*

### **About United Faculty of Evergreen**

The purpose of the United Faculty of Evergreen is to represent all eligible faculty members in bargaining, grievances, and in all matters relating to terms and conditions of employment with The Evergreen State College, to protect and enhance Evergreen's unique traditions that have earned it prominence among the nation's public colleges and liberal arts colleges, to encourage mutual understanding and cooperation among union members, to engage in legislative, political, civic, welfare and other actions which further the interests of the membership, public education and the labor movement; and to bring about a world where justice and equality are a reality, not just empty words.

The UFE is affiliated with:  
United Faculty of Washington State  
The Washington Education Association  
The National Education Association  
AFT Washington  
The American Federation of Teachers  
The American Federation of Labor/Congress of Industrial Organizations  
and  
The Washington State Labor Council.

<http://www.ufws.org/evergreen/index.html>

## **Spring General Membership Meeting: APRIL 17<sup>TH</sup> 5-7PM, Sem II B1107**

The Spring General Membership Meeting will feature guest speaker Bill Lyne, president of the United Faculty of Western Washington University and United Faculty of Washington State's legislative coordinator. He will talk about our past and present efforts advocating for us on budget issues at the legislature. We welcome *all faculty*, regardless of membership status, to this part of the meeting.

During the business part of the meeting, open only to the membership, we will discuss budget issues and actions further. This will be our first opportunity since the last Faculty Meeting of winter quarter to discuss budget scenarios presented by the FAP. Other budget items include updates on securing multi-year contracts for adjuncts and other developments in contract implementation.

Please join us! Non-members are welcome to hear Bill Lyne and new members are welcome to sign up at the door, so invite your colleagues. Refreshments and child care will be provided. (Please let us know if you'll be using child care).

### **Legislative Action Alert**

The State Senate and House of Representatives have both released their proposed budgets and both would be devastating to Evergreen and higher education across the state. The cuts, even with federal stimulus money and tuition increases, will be between 11% and 15%. Thousands of students will be turned away and hundreds of jobs will be lost.

**WE MUST MAKE OUR VOICES HEARD NOW, OR HIGHER EDUCATION IN WASHINGTON WILL BE DEVASTATED FOR DECADES.**

Go NOW to the UFWS Legislative Alert page at the WEA cyber lobby web site and write the governor and your legislators. Please use the following link:

<https://secure3.convio.net/wea/site/Advocacy?id=161&pagename=homepage>

You can send the prepared message or

write one of your own. In writing your message, you might want to emphasize the following:

1. The cuts planned in Washington are the highest in the country, and two to three times higher than those in the Global Challenge States.
2. The cuts will cost at least 2500 jobs in 4-year higher education.
3. The cuts will cost 10,000 students the opportunity to attend college.
4. The cuts will send the best students and the best faculty away to states that respect and support higher education.

Go to the link and please send your letter now. Remember, you must use your home email address and your home computer. Feel free to send this link to family and friends who support Evergreen and higher education in Washington State.

## **A New Day: An End to "Unilateral Action"**

Gone is the day when administrators or deans could change faculty working conditions or compensation with a word or a memo. That doesn't mean they don't try sometimes, though. It also doesn't mean that they've understood the culture change involved in collective bargaining. When you have a union contract, management or administration is prohibited from "unilateral action." In other words, they can't just declare a new rule that affects your work or compensation. They have to negotiate these things with the union.

We've had a few instances lately where a dean or administrator created a new rule or policy that harmed some

faculty. Examples include attempts to impose a "check-out" procedure for faculty not teaching in Spring quarter that included an unreasonable timeline for compliance, and the unilateral freezing of faculty travel funds that are a guaranteed benefit under the CBA.

UFE union stewards and Union representatives to the Labor/Management Group are pursuing these issues to work out reasonable solutions. We need your help, though. If you think a policy or procedure change doesn't feel right or fair, contact your, or any, union steward.

— Sarah Ryan

# The UFE Challenge to Contingent Status

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A couple of weeks ago, I happily ran into a colleague I hadn't seen for a while in a downtown restaurant. He teaches at WSU, and I got to know him while working on the Council of Faculty Representatives in past years. He had read our collective agreement and was amazed how innovative it was and how it reflected our unique institution.

Our contract is pretty different than others, particularly in the way it reaffirms and protects our non-hierarchical faculty structure. We've made some bold moves to address the most pressing bundle of problems in higher education today – problems that center around contingency.

Nationally, an incredible 68 percent of faculty appointments are non-tenure track. Pay for part time and temporary faculty is generally closer to 60% than the 90% we have achieved. Faculty who are unionized

in other states, or at other Washington colleges, have tried to gain multi-year contracts for contingent colleagues and have attempted to add more continuing or tenure track positions. The Rutgers AAUP, for example, committed the university to add 100 new permanent positions across all of their campuses over the next few years. Most unions are attempting to gradually shift away from contingent appointments.

Our recent hiring of four long-term visitors broke new ground. Other unions have succeeded in converting positions to tenure-track, but they haven't done anything for the specific people involved. Though complete equity is still pretty far off, I think we can be proud of the progress we've made and hope that others will be moved to organize and fashion innovations of their own.

– Sarah Ryan

## KNOW YOUR CONTRACT

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TESC-UFE Collective Bargaining Agreement – November 12, 2008 – August 31, 2011

12.2 Parental Leave. Regular faculty members shall be entitled to up to six (6) weeks of paid leave to care for a new or newly adopted child. Parental leave shall begin with the birth or placement of the child, and will run concurrently with available medical leave. Faculty members are expected to provide at least thirty (30) days written notice of anticipated parental leave when possible. With approval from the supervising dean, parental leave may be extended as unpaid leave.

For the first time, faculty at Evergreen are eligible for six weeks of paid parental leave (Article 12.2). As the contract was being implemented, members of Evergreen's Human Resources Office advised Evergreen administrators and UFE leaders that the language in our Collective Bargaining Agreement was too narrow in prescribing when such leave shall begin. Parental Leave is covered under the federal Family Medical Leave Act (FMLA), which allows parents to take an *unpaid* leave for up to 12 weeks any time within 12 months of the birth or placement of a child. The FMLA also ensures that faculty may use any part of a *paid leave* the employer provides. Therefore, faculty members may use the six weeks of paid leave provided by the Parental Leave section of the CBA any time within 12 months of the birth or placement of a child.

This establishes a new benefit for faculty members at Evergreen and new ways of taking advantage of that benefit. Prior to this Agreement, faculty at Evergreen who gave birth in the summer and were not on contract may have missed taking any paid maternity leave at all, depending on the date of birth. Adoptive parents were not provided any paid leave. The new Agreement and its application under the FMLA, allows parents to choose when their six weeks of paid leave are to begin and when that leave works best for their family.

CONGRATULATIONS to the first faculty dad to take a paid parental leave at Evergreen. We wish Ariel, Sequoia and Isaac all the best!

– Laurie Meeker

**Are you on the UFE home email list? Send your non-Evergreen email address to Sarah Ryan, [s.f.ryan@comcast.net](mailto:s.f.ryan@comcast.net), to receive announcements and Legislative Action alerts.**

## Next Stewards' Meeting: Monday 3-5 pm, May 11

### UFE Statement of Support *(cont. from page 1)*

that light, we note that the Collective Bargaining Agreement is a transparent document that puts the UFE in position as a legal equal to the Administration on all matters that affect wages, hours and working conditions. Additionally, the CBA requires that the UFE is to be consulted on a broad range of issues as part of our shared governance. We must protect this newly won status of the UFE and ensure that we play a strong and responsible role in meeting this crisis.

Transparency throughout the Administration is necessary if we're to think about how the proposed cuts from the Academic Division affect or are affected by cuts in the other divisions. The College is one community with a shared mission to serve our students and the larger community in multiple and diverse ways. The budget must be approached in a way that reflects our sense that are in this crisis together.

Our connection to the wider State and national community is vital. The College has changed over the years, from a "campus in the woods" into a broad, diverse, complex community. As one of our members put it, we don't want to "re-island" the College. Consequently, we must act in the most responsible, far-reaching, wide seeing, way. We must respect our colleagues in every division and program, and maintain our commitment to a diverse student body, one that is inclusive and not found on the Olympia campus alone.

In short, our approach to meeting this crisis must change and return to principles that stem from our highest ideals. Those affected by proposed cuts must be allowed to present alternative proposals they have crafted to the faculty as soon as possible. We need the opportunity to identify where efficiency and synergy can work in our favor. If the College were to lose the vibrant programs in the Public Service Centers, in Tacoma, or in our relationships with tribal communities and other Native programs through the Longhouse and the Reservation Based Tribal programs, we would impoverish our academic program throughout, and irrevocably damage our reputation, both within the State and nationally. We

cannot accept these consequences as inevitable.

The College administration has been far too hasty in proposing that we sacrifice the years of work invested in creating the Tacoma and Reservation-Based/Community Determined Program, the Public Service Centers, and in nurturing the wisdom and experience of so many of our "temporary" faculty. We must remember who we are and our deep commitment to the College mission. We have not found it difficult to think of other approaches and of ways in which we can preserve our mission and protect more people from the list of "eliminations" that has come forward with such apparent haste.

Here are some ideas that already have broad UFE support:

Encourage and arrange for voluntary furloughs (of varying length) across the College, particularly for those with the highest salaries.

Have UFE members meet with and lobby legislators.

Find ways to increase our efficiency and synergy: elicit plans from those affected by the proposed cuts that would craft ways to pare back but continue to serve the community. Make sure that we work under the premise that the crisis is temporary and plan for ways to restore cuts that must be accepted in the short run.

Suspend all other work for a day, in order to exercise our own creative expertise. Together, we will find ways to save both money and jobs, ways that are less destructive than what has been put forward by the Administration so far.

We support our staff colleagues, members of the Washington Federation of State Employees as they work to restore rescinded wages, increases that were part of their collective agreement. We are meeting with their representatives in order to find ways of making this support more than just words. As the Public Service Centers noted in the statement they have circulated, we can approach the crisis in a way that is more humane and community minded; we can think in terms of our intertwined relationships, and imagine ways to survive together.

**Join the UFE!**

**Contact Sarah Ryan: [s.f.ryan@comcast.net](mailto:s.f.ryan@comcast.net)**

**or go to <http://www.ufws.org/evergreen/index.html> for more information**