**2014-2015 CBA Tentative Agreement**

**UFE DIGEST: Summary and Highlights**

**Background**

In the winter of 2014, the TESC and UFE Bargaining Teams started negotiations on the current Collective Bargaining Agreement expiring August 31, 2014. During the bargain, members of the TESC team presented information to the UFE team regarding significantly lower student enrollments, resulting in lower revenues, and projections for future student enrollments recognizing the increasing number of Latina/Latino students. As a result of the above information, the parties agreed to approach the bargain in a more modest fashion and reached agreement on the following issues.

The UFE and the TESC Bargaining Teams are strongly recommending a YES vote on this tentative agreement. UFE will post the tentative agreement on the UFE website, along with the UFE ratification procedures. A collective bargaining agreement is ratified by a vote of the UFE membership and the TESC Board of Trustees. Since the end of the Spring Quarter is upon us, UFE is moving to have the ratification vote before the end of the quarter. Please check the UFE website and email communications for details at <http://www.ufevergreen.org>.

The UFE Bargaining Team includes: Jon Davies, John Baldridge, Al Josephy, Grace Huerta, Laurie Meeker, Stephen Beck and Gary McNeil.

The TESC Bargaining Team includes: Andrew Reece, Sarah Ryan, Walter Niemiec, Steve Trotter, David McAvity and Neil Bowerman.

**Summary and Highlights**

1. **Article 30: Duration.** This agreement is a one-year contract with modest changes. The new Collective Bargaining Agreement (CBA) will be in effect upon ratification by the UFE Members and the Evergreen Board of Trustees to allow for Summer 2014 agreements below and will remain in effect until August 31, 2015.
2. **Article 12: Compensation.** There is no across-the-board salary increase for this one-year contract. Salary steps will be maintained, and the salary grid will be expanded with additional steps at the top of the grid to compensate senior faculty at their actual experience year.
3. **Article 17: Faculty Development and Travel.** A new Summer Institute model has been established and will be funded for summer 2014. Specific Summer Institutes will include work on the Latina/Latino Student Recruitment and Retention Initiative and the Curricular Cohort Model (see description below). The Academic Deans will solicit additional ideas for Summer Institutes and will administer the process. $50,000 is allocated to 2014 Summer Institutes to fund faculty stipends at the status quo rate of $125 per day for participants and $250/day for conveners. Curricular Planning Days will remain in the academic year.
4. **New Article: Summer Work.** This Article includes current Summer School MOUs and contains language regarding the 2014 Summer Institutes. A separate article makes CBA summer issues easily accessible.
5. **New Article: Joint TESC-UFE Committees.** Two important joint committeeshave been established to explore areas of mutual interest for the next bargain. The committees will have equal representation selected by TESC and UFE:
6. **Curricular Cohort Model (CCM).** The CCM proposes to provide faculty an alternative for what are now individual responsibilities for team teaching and teaching students at all levels. The joint committee will study the CCM proposed by TESC at the bargaining table and includes the curriculum deans leading the discussion with opportunities for widespread consideration among the faculty at large. The CCM study will include a Summer Institute and will be featured at the Faculty Retreat. The committee’s study will conclude no later than Fall Quarter and the parties may take the recommendations to consider either in a MOU or in the next contract negotiations, scheduled for winter 2015.
7. **Adjunct and Part-Time Regular Faculty (APT).** The APT joint committee proposes to explore bargaining issues regarding adjunct and part-time regular faculty, including but not limited to, long-term adjunct faculty transition, review, portfolio, and compensation. The committee will make recommendations by mid-winter quarter to the respective bargaining teams to consider in either a MOU or upcoming bargain.
8. **Article 28: Terms of the Agreement.** Two new items have been added:
9. **Dual Career Accommodation.** If TESC offers a dual career accommodation contract, the employment offer must be in writing and must comply with the Collective Bargaining Agreement.
10. **Adjunct Faculty Sick Leave.** The UFE and TESC will discuss and resolve the issue of sick leave as follows: adjuncts with annual or multi-year contracts could use up to 6 weeks medical leave during the academic year rather than the current 2 weeks per quarter.
11. **Article 8: Scope of Faculty Work regarding PUCs.** The current language regarding the work of Planning Unit Coordinators is extended for one year, along with reference to the pending recommendations of the current PUC DTF. This means that for 14-15 the PUC position will continue to be considered a governance assignment (not compensated with release time) and that the deans will assume the coordination of functions previously performed by the PUCs (when they did have release time). The PUCs will continue to be responsible for supporting the deans with communications between academic administration and their respective Planning Units.
12. **Modest language changes have been made to the following Articles**:
13. **Article 2: Shared Governance;** editing and formatting.
14. **Article 23: Reduction in Force.** 23.3.3. Include notice by email.
15. **Article 24: Grievance Procedure:** 24.4.6. Add an informal grievance process and add a Step Two responsibility for the TESC Director of Labor Relations.
16. **Article 25: UFE-Management Committee**: 25.2. Expand committee membership from 3-4 members for both UFE and Management and clarifies committee selection by the TESC and UFE.
17. **All other current collective bargaining agreement language remains status quo for the one year.**

**The UFE Bargaining Team strongly recommends a YES vote.**

**Ratification Process:**

**General Membership Meeting Friday June 6, 2014, 5-7pm in SEMII B1107**

The UFE Bargaining Team will discuss and field questions regarding the tentative agreement at the Membership Meeting. The full text will be available on the website prior to the meeting. UFE members vote to ratify agreements through an up or down vote on the entire CBA. New members can sign up at the door. Voting starts directly after the meeting.

Voting starts Friday June 6 after the membership meeting. Polling places will be established and voting continues on: Saturday June 7, Monday June 9, and Tuesday June 10. Check website for locations.

Wednesday June 11 – Ratification Vote Tallied

Thursday June 12 – Board of Trustees considers ratification

Thursday June 12 – 2:30 pm: UFE and TESC Board of Trustees sign new CBA, pending ratification by both parties