



# UNITED FACULTY OF EVERGREEN COMMUNIQUE

April 7, 2008  
Volume 1, Issue 1

## Coordinating Committee:

Chair: Laurie Meeker  
Vice-Chair: Jose Gomez  
Treasurer: Rebecca Sunderman,  
Communications: Ruth Hayes  
Steward Coordinator: Sarah Ryan  
At-Large Representative  
At-Large Representative

## Stewards:

Peter Bacho  
Stephen Beck  
Peter Bohmer  
Kathleen Eamon  
Anne Fischel  
Vauhn Foster-Grahler  
Judith Gabriele  
Gery Gerst  
José Gomez  
Marianne Hoepli  
Ernestine Kimbro  
Nancy Koppelman  
Stephanie Kozick  
Barbara Laners  
Emily Lardner  
Gillies Malnarich  
Paul McMillan  
Laurie Meeker  
Daryl Morgan  
Lin Nelson  
Chuck Pailthorp  
Susan Preciso  
Liza Rognas  
Sarah Ryan  
Zahid Shariff  
Allen StandingBear Jenkins  
Rebecca Sunderman  
Joe Tougas  
Michael Vavrus  
Elizabeth Williamson  
Bob Woods  
EJ Zita

## Bargaining Team:

Chair: Chuck Pailthorp  
Gery Gerst  
Jose Gomez  
Jeanne Hahn  
Allen Standing Bear Jenkins  
Laurie Meeker  
Zahid Shariff  
Rebecca Sunderman  
Brian Walter  
Gary McNeil\*  
Edward Taub\*  
[\*United Faculty of Washington State  
(WEA/AFT)]

## Negotiations and Bargaining

**The Bargaining Team began its work during the summer and continued through fall and winter quarters to complete a comprehensive first contract proposal. It was presented to the administration's representatives on Monday, March 3rd in a four-hour reading and discussion period.**

This first session included a discussion of the rules and guidelines for our work together. Both parties agreed to negotiate in the spirit of respecting the principles, values and practices distinctive to Evergreen. UFE's contract proposal was developed with the

following principals: to preserve and enhance Evergreen's unique traditions and ideals; to ensure that faculty, primarily responsible for carrying on the college's mission, are compensated at the level of their true worth; to improve pay equity and job security among all faculty. The second bargaining session took place Wednesday March 19<sup>th</sup>, and included further discussion of the rules and guidelines. The administration's representatives had the opportunity to ask clarifying questions about specific articles in our contract proposal. Both parties planned to meet throughout spring quarter to make as much progress as possible in negotiating the first contract. (cont'd next page)

## Sister Campuses

United Faculty of Washington members at Central and Eastern recently negotiated contract "re-openers" which won substantial pay increases and added security for non-tenure-track faculty. Over two years, Central's faculty will receive an 8.2% increase, and Eastern's faculty pay will grow by 9.4%. 150 Western Washington University faculty picketed their trustees' meeting

on April 4 demanding a fair contract after a year of negotiations. According to the Bellingham Herald, the trustees' chair mentioned "a new proposal, which included faculty salary raises that were higher than what faculty members at Central and Eastern Washington universities received this year." The proposal had not yet been reviewed by the faculty union bargaining committee.

## Founding Meeting

The United Faculty of Evergreen Founding Meeting took place on Feb. 1, 2008. Members approved our constitution and bylaws, started a Nominations and Elections Committee for election of UFE officers and heard a bargaining report from the UFE

Bargaining Team Chair, Chuck Pailthorp. The adopted constitution and bylaws are posted on the UFE website. Go to the UFWS main site and follow the links to the UFE page:

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

**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

## United Faculty of Evergreen

[http://www.ufws.org/  
evergreen/index.html](http://www.ufws.org/evergreen/index.html)

## Upcoming Meetings

There will be a Steward's Council Meeting Monday, May 12<sup>th</sup>, 3-5 pm in COM 308. Look for an announcement of

a General Membership Meeting in the spring. We hope to see all members there!

## Elections

Our first election cycle has been completed! Ballots were mailed to members on Feb. 22 and the election period ended March 7. We had a great turnout with 73 percent of our members voting. A run-off for the At-Large positions was conducted online March 27 – April 3. The results of this run-off had not been announced as of press time.

The new Officers and Coordinating Committee will serve a two year term, 2008-2010. They are:

Laurie Meeker, Chair  
Jose Gomez, Vice-Chair  
Ruth Hayes, Communications Coordinator  
Rebecca Sunderman, Treasurer  
Sarah Ryan, Steward Coordinator  
At-Large Representative  
At-Large Representative

We would like to thank the Nominations and Elections Committee, Krishna Chowdary Dan Leahy, and Liza Rognas, for all their hard work on this election.

## Public Records Request

UFE was asked by a number of members to seek legal advice concerning the recent public records request related to the events on campus after the concert on February 14, 2008. We consulted with Eric Hansen, WEA attorney, who wrote a memo addressing our concerns. He cites Washington case law that declares e-mails generated by public employees on computers used at work as public

records subject to disclosure. Hansen also cites a University of Washington case in which the Washington Supreme Court rejected an academic freedom exemption to such disclosure. He further explains why a right to privacy would not provide an exemption. In sum, Hansen's view is that the Public Records Act requires Evergreen faculty to disclose the requested e-mail. Please go to the UFWS – UFE website to read his opinion.

## Negotiations and Bargaining (cont'd)

For a more complete review of negotiations, please see Bargaining Team Chair Chuck Pailthorp's session reports on the UFWS website. The Bargaining Team members are: Chuck Pailthorp, Chair; Gery Gerst, Jose Gomez, Jeanne Hahn, Allen Standing Bear Jenkins, Laurie Meeker, Gary

McNeil\*, Zahid Shariff, Rebecca Sunderman, Edward Taub\*, Brian Walter. [\*United Faculty of Washington State (WEA/AFT)] The administration's team members are: Rod Younker (Summit Law Group), Walter Niemiec, Steve Trotter and Laurel Uznanski.

## About United Faculty of Evergreen...

The purpose of the UFE 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, Washington Education Association, National Education Association, AFT Washington, American Federation of Teachers, the American Federation of Labor/Congress of Industrial Organizations and the Washington State Labor Council.