

DIGEST: CBA SUMMARY AND HIGHLIGHTS—October 14, 2015

Article 32: Duration. This agreement is a two-year contract with several significant changes. The new Collective Bargaining Agreement (CBA) will be in effect retroactive to 1 September 2015 upon ratification by the UFE Members and the Evergreen Board of Trustees.

Article 12: Compensation. There is an *across-the-board salary increase of 3% in each year of this two-year agreement. Salary steps will be maintained, and the salary grid at the top is extended to 60 years.*

Article 6: Professional Responsibilities. This article has some modifications to the teaching partners requirement and a new section on waivers that provides more flexibility in curriculum planning. *Section 6.3.4 on team teaching requirements still requires regular faculty to teach with five partners of over 15 quarters, but changes the number of “different teaching partners” from 5 to 3. The new section on waivers provides faculty with a process for applying for a waiver from both team teaching requirements and from expectations for teaching at all levels in the curriculum.*

The Academic Statement Initiative, including orientation week participation, is moved to article 6.

Article 7: Faculty Teaching Load. The credit hour policy and student retention initiative are now outlined in this article. The class size reduction initiative is in effect through 2017-18, with changes in program eligibility that affect the planning cycle in 2015-16.

Article 8: Scope of Faculty Work. There are sections added that address commitments for faculty teaching in graduate programs.

Article 11: Regular Faculty Appointment, Reappointment and Conversion. There is a change in notification of faculty. Notification by certified mail is deleted.

Article 14: Medical and Other Leaves. There are substantive improvements in medical leave for adjunct faculty members who teach more than one quarter in a given year. Other changes clarify policy on various types of leave for all faculty members, including compassionate leave and family medical leave.

Article 15: Eligibility for Professional Development Opportunities. Two requirements are added addressing the submission of curriculum proposals and final syllabi and covenants.

Article 17: Faculty Development and Travel. *Summer Institutes will be funded with \$35,000 in 2016 and \$50,000 in 2017.* Faculty travel budget limit of \$100,000 is eliminated. Eligibility for travel funds is clarified. A new category of professional travel is in place for faculty members who promote Evergreen Pedagogical Innovations or Curricular Initiatives.

Article 24: Grievance Procedure. The submission of grievances and the grievance process have some minor clarifications.

Article 26. UFE Rights. *The right to enact a representation fee is added.*

Article 10: Adjunct Faculty Review and Reappointment. A major change has been made in the criteria and process for awarding of Multi-Year Contracts (see below). Multi-Year Contracts currently in effect will not change. *An ongoing transition policy has been added for half-time faculty in EWS who teach in teams. It is estimated that up to six regular half-time positions may be created in this policy.* (This is in addition to the EWS Transition Policy for Long-Term Adjunct Faculty, signed as a separate MOU.) The timing of adjunct faculty reviews has been adjusted, and the review of adjunct faculty teaching in graduate programs has been clarified.

Adjunct faculty members who have taught for at least 30 quarters over twelve years shall be granted a semi-finalist interview for any regular faculty position for which they meet the minimum qualifications.

Criteria and Process for Awarding Multi-Year Contracts (MYC). Faculty voice is added to making recommendations on multiyear contracts. *Planning Units shall develop recommendations for areas where the curriculum would be strengthened by the award of multi-year contracts for adjunct faculty. Recommendations include length, need and load. Based on these recommendations, the Deans will develop a list of areas for offering multi-year contracts. Eligible adjunct faculty will apply for multi-year contracts. All applications for multi-year contracts will be reviewed by a MYC Review Committee, including five faculty selected by the Agenda Committee, which will make recommendations to the Deans for awarding MYCs.* The College will offer MYCs by the end of winter quarter. Deans will inform the MYC Review Committee in writing of their rationale, should the awards differ from the recommendations. No MYCs will be granted automatically based on length of employment.

Memorandum of Understanding: EWS Transition Policy. Adjunct faculty who have an advanced degree, who have completed 6 quarters of team-teaching, and who have either taught for 30 quarters over twelve years or completed at least two multi-year contracts teaching at least half-time in a program shall be eligible to apply for a half-time regular faculty position in the EWS program. The College shall hire up to six regular half-time faculty through this process during 2015-16. If fewer than six shall be hired, the remaining positions shall be filled during 2016-17.

All other current collective bargaining agreement language remains status quo or is slightly edited for the next two years.

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