

DIGEST: CBA SUMMARY AND HIGHLIGHTS

8 June 2018

The UFE Bargaining Team is pleased to announce that we have reached a tentative agreement with The Evergreen State College. We recommend a YES vote on this tentative agreement by the UFE membership. This document summarizes the changes, additions, and deletions to the current Collective Bargaining Agreement (CBA). The tentative agreement and the ratification vote procedures are found on the UFE website: <http://www.ufeevergreen.org/>. The TESC Board of Trustees are scheduled to vote to ratify the tentative agreement on Thursday, June 14.

The UFE Bargaining Team prepared for this bargain by listening to the ideas and interests of faculty, including the work by various DTFs and other faculty committees; awareness of the realities and uncertainties of student recruitment and retention, including listening to various ideas and needs expressed by students; and the real pain and loss of invaluable Evergreen faculty and staff in the current budget situation. We used these experiences, the experiences of the UFE Coordinating Committee and Stewards and earlier bargains, and our own judgment to bargain this tentative agreement.

One major theme marked the UFE approach to this bargain: *Our students' learning conditions are the faculty's working conditions*. We found common ground with the TESC team to reaffirm Evergreen's commitment to team taught, interdisciplinary education and curricular structures that students will find accessible and purposeful.

Summary and Highlights

This agreement is a three-year agreement that includes the complete CBA and a complementary MOU. You can find these documents in their entirety on the UFE website.

Article 30: Duration

In 30.1, the new collective bargaining agreement (CBA) is in effect from 1 September 2018 to 31 August 2021 upon ratification by the UFE Members and the Evergreen Board of Trustees. After the first year, there is a "two-year reopener on compensation and up to two articles by each party." This three-year CBA is a vast improvement over one-year contracts

New Curricular Leadership and Structures

This agreement contains significant changes to faculty commitments. A central feature of the new agreement is the creation of faculty leadership positions with release time to lead the work of curriculum planning. This critical release time is the product of years of faculty discussion and work regarding Planning Unit Coordinators, Faculty Committees and other faculty ideas. Please read the joint letter from Provost Jen Drake and UFE bargaining team member Laurie Meeker highlighting these issues. See: <http://www.ufeevergreen.org/2018-ta-docs/>

These tentative agreement changes are found in Article 6, Article 8, and MOU on Transition to New Curriculum Planning Structures, that directly impact faculty working conditions.

Article 6: Professional Responsibilities

This article in 6.3.1 reorganizes current Planning Units into Curricular Area Teams with embedded Paths of Study Groups. All regular faculty must affiliate with a Curricular Area Team and make at least a 25% commitment over a five-year planning period to a Path of Study Group. "All regular faculty members will develop and annually update five-year teaching plans in coordination with their colleagues in Path of Study Groups, Curricular Area Teams, and inter-area teaching partners." Faculty members in Curricular Area Teams will participate in the development of a covenant, which will define each Team's "shared vision and curricular goals."

Article 8: Scope of Faculty Work

This article in 8.2.6 outlines the selection, workload, and responsibilities of newly established Curricular Area Team Leaders, who will have one-half time release from teaching to provide leadership in curriculum planning and implementation. This article also defines Curricular Area Teams as academic structures that have "at least 3 Paths of Study Groups and 20 regular Olympia daytime undergraduate faculty" [8.2.6 (b) (2)].

This article in 8.2.7 describes the selection, workload, and responsibilities of newly established Paths of Study Conveners, whose work is established as a governance assignment.

MOU: Transition to New Curriculum Planning Structures

This MOU outlines the process and timeline in summer 2018 and in the 2018-19 academic year by which faculty will transition to Curricular Area Teams and Paths of Study Groups. “The Provost will appoint three transition coordinators from among the faculty” to lead the transition.

Other Changes to Faculty Working Conditions

Article 11: Regular Faculty Appointment, Reappointment and Conversion

This article in 11.3.1 modifies teaching partner requirements for conversion for term faculty to accommodate term faculty who transitioned from previous adjunct contracts to regular term contracts by adding a new 11.3.1 (e) and reordering current 11.3.1 (e) and 11.3.1 (f) to 11.3.1 (f) and 11.3.1 (g).

Article 16: Professional Leave

This article in 16.2.5 modifies number of sabbatical leaves each year from 22 to “4% of budgeted faculty lines,” which aligns with Washington State statute limit.

Article 7: Faculty Teaching Load

The lower class size initiative outlined in 7.6 will not continue in the new contract. It provided for lower student-faculty class size ratios for team-taught first-year and lower-division programs. In order to continue this lower class size initiative, both parties had to agree: “Any further extension of the initiative will be considered only with the agreement of the parties that the impacts have been sufficient to merit the continued dedication of college resource to class-size reductions.” Management did not agree, and so the initiative will not continue.

Article 6.1.5a: Professional Development

This article in 6.1.5 modifies professional development to incorporate the MOU from spring 2017, which includes annual mandatory faculty participation in professional development activities to ensure “that all Evergreen students receive an education that is culturally competent, culturally relevant, and acknowledges the negative effects of bias.”

Article 12: Compensation

This article in 12.1.4 modifies compensation for the 2018-19 academic year. “Experience year increases will be fully funded and the salary grids will increase 2% effective January 1, 2019.” Experience year adjustments will be made in September 2018, and the 2% salary increase will take place in January 2019. While UFE advocated a 4% salary increase that tracked legislative appropriations, we agreed to a lesser amount due to significant personnel and programmatic losses and financial pressures on the College, especially given the uncertainties of student enrollment. The UFE and TESC will bargain compensation later for the last two years of this agreement.

Other Items

All other current collective bargaining agreement language remains status quo or for the next three years.

UFE Bargaining Team: Stephen Beck, Jon Davies, Grace Huerta, Laurie Meeker, Miranda Mellis, Gary McNeil (WEA), and Julie Russo.