

United Faculty of Evergreen
Collective Bargaining Agreement 2023-2025

Digest of Changes

The UFE and The Evergreen State College reached a tentative agreement on a Collective Bargaining Agreement in the evening of June 7, 2023. This CBA returns to the traditional bargaining of an entire CBA and not a string of MOUs during recent hard times of COVID and threats to faculty layoffs. The current MOU will expire, and with it Academic Units. The successful work of the Student Recruitment and Retention initiative is institutionalized in a new separate Article.

The UFE Bargaining Team had a theme this year: **Evergreen Growing Forward**. UFE priorities included keeping and expanding the Student Recruitment and Retention initiative; protecting tenure rights and faculty agency; securing release time for the Agenda Committee Chair; compensation, both in the academic year and in summer; and removing the unpopular Academic Units structure to instead recognize coherent current academic structures: Curricular Area Teams and Paths of Study. These structures already exist through the existing CBA. The UFE Bargaining Team also found invaluable the report recommendations of the Curriculum Review Team on assessing curricular structures and issues with Academic Units as defined by the 2021 MOU.

Bargaining is a negotiation and is comprised of both compromises and interests of both UFE and TESC. TESC priorities included Program Review and RIF proposals differing from the current CBA: eliminating one all-faculty list for RIF and the Rotating Furlough. In the RIF Article 23, UFE fought to protect property rights to ensure that Regular faculty will be offered a faculty position in the case of any Program Reduction and strengthen faculty agency for both the Agenda Committee and UFE before any Financial Exigency is enacted.

The UFE Bargaining Team, Coordinating Committee, and Stewards Council recommend a YES vote on this tentative agreement. Since we are in the last days of Spring Quarter and people will be scattering in the summer, we are following UFE ratification rules by posting a 72-hour notice for a membership Zoom meeting being held on Wednesday, June 14. The member ratification vote will begin Wednesday June 14 and end at noon on Saturday, June 17. The TESC Board of Trustees will meet to ratify the contract following UFE ratification.

This Digest and the tentative agreement will be posted on the UFE website.

Digest

Compensation Article 12.

There will be a 4% salary increase in Fall 2023 and a 3% salary increase in Fall 2024. CAT leader summer pay remains the same, as well as all other summer pay.

Student Recruitment and Retention New Article.

There is a new Article in the CBA to recognize and codify the vital work of faculty in student recruitment, retention and new student advising. Brad Proctor and Nancy Koppelman will continue to be the Faculty Organizers with release time. Summer work will be supported with compensation.

Agenda Committee Chair work. Article 8.

The AC Chair will receive ¼ release time for this vital work.

Current Language Replacing Obsolete Language. Throughout CBA

Native Pathways Program replaces the old language, among other changes to be current.

Recognition of TESC Academic Structures. Article 5

Faculty continue to be hired to the college and not to specific academic units. Faculty are recognized as belonging to specific curricular areas or programs that currently exist in the CBA. These areas are:

- Oly Day: Sciences Curricular Area
- Oly Day: Social Sciences/CCJ Curricular Area
- Oly Day: Arts/FAM and Humanities Curricular Area
- Professional and Continuing Education
- Masters in Teaching
- Masters in Public Administration
- Masters in Environmental Studies
- Native Pathways
- Tacoma
- Administrative Faculty
- Library Faculty

The three Divisions of Oly Day, PaCE and Tacoma are organized into Paths of Study. An organization chart showing areas of the College and corresponding Paths of Study is to be included as an Appendix to the Agreement. The Provost's Office will provide an annual list in the Fall Quarter of Curricular Area membership and Path of Study membership.

TESC committed to paths of study in PaCE. The PaCE Dean identified 6 Paths of Study.

Academic Units and MOU RIF policy go away.

Program Reduction and RIF. Article 23.

Program Reduction

Program Reduction will be based on Paths of Study and Program. NO Regular Faculty will lose their faculty employment in a Program Reduction. Regular faculty affected by Program Reduction will be offered the opportunity to transfer to another path or area of the curriculum.

Financial Exigency

- 1) The Agenda Committee and UFE will have 60 days to review and recommend alternatives to the TESC President's Declaration of Exigency. The President will have to reveal the financial reasons behind the Declaration.
- 2) The rationale behind a RIF of any area must include evaluation on meeting the College Mission and serving underrepresented communities and students.

- 3) Voluntary Furloughs and PRC contract elimination are to occur before any RIF. UFE proposed throughout the bargain an alternative version of a faculty furlough, but TESC was firm in opposition.
- 4) Adjunct faculty on a multi-year contract who are terminated will have a three-month notice. Any regular and administrative faculty who are terminated will have a one-year final contract, not one quarter.
- 5) The RIF lists are prepared by OLY Day curricular areas and degree programs as identified in Article 5. For RIF purposes, Library faculty are disbursed through the Oly Day areas of the Curriculum. There is no one all-faculty list.
- 6) RIF lists by faculty status and seniority within areas remain.
- 7) Academic units are eliminated. Paths of Study are not used In RIF process.

Adjunct Faculty. Article 10.

The current CBA language Transition of Evening and Weekend Studies Positions is retained.

Bargaining Team:

Jon Davies, Chair

Julie Russo

Brad Proctor

Paul McMillin

Gary McNeil (UFWS/WEA Higher Education Organizer)