

# WESTERN UNION

NEWSLETTER  
SEPTEMBER 2012

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## WELCOME!

We are excited to be back at WWU for the 2012-2013 academic year. The United Faculty of Western Washington (UFWW) is committed to working on behalf of all faculty and the whole campus community to help us achieve Western's mission.

**FOR FACULTY, BY FACULTY: WE NEED YOUR HELP!**

Any time you have questions or need assistance, please contact your steward or a member of the UFWW executive board listed in this newsletter. UFWW has been on campus for faculty for six years. This year, we are going to let you know how you can help!

## WHAT'S NEW THIS YEAR?

### NEW COLLECTIVE BARGAINING AGREEMENT

September 2012 marks the beginning of the first year of our second Collective Bargaining Agreement (CBA). Please visit [www.ufww.org](http://www.ufww.org) to familiarize yourself with the document. Our website also provides a digest of changes that this successor agreement introduces. The two bargaining teams worked hard to protect our ability to deliver the highest quality teaching, scholarship, and service to the state of Washington. In addition to raises for each of the three years of this agreement, there are numerous significant guarantees for our working conditions and our students' learning environment. There are also several new initiatives within the new CBA. First, funding will be provided in each year of the agreement to address compression and equity concerns. UFWW and the administration will be working together to create a transparent and universal formula for distributing these funds. Second, a chair compensation committee will work this year to address ongoing concerns about chair recruitment, retention, and compensation. Third, a new committee will be established to review compensation for credit-bearing extended education courses. UFWW President Steven Garfinkle will gladly answer specific questions about these committees. Stay tuned to the UFWW website and future newsletters for updates on our progress on these key initiatives.

## NEW DUES STRUCTURE

We are very pleased to announce the implementation of a new and more progressive dues structure (see chart below). Our previous structure tied dues rates very broadly to status. This meant that junior faculty often paid the same rate as their most senior colleagues and that non-tenure track faculty often paid a higher percentage of their salary in dues than full professors. This system was always a source of concern to the UFWW executive board, but it was also the result of structures imposed upon us by our affiliates. We have always owed a great deal to our affiliates for their tremendous support of UFWW and now we owe them additional thanks for their flexibility in allowing us to pilot a new dues structure that is progressive in nature. The new UFWW dues structure uses broad salary bands to determine dues categories. For the first time this ties our dues directly to compensation instead of rank. Now only those making higher salaries will be paying the top category of dues. As you can see below, this means a rate of less than 1% for virtually every member and significantly less than that for most members. Last year the top category of dues was \$721 for the year. This year, our affiliates lowered their dues slightly and the full dues for the top category for 2012-13 will be \$717. As a result almost every member will pay less dues in 2012-13, while also earning more as a result of the new CBA.

### UNITED FACULTY OF WESTERN WASHINGTON (UFWW) 2012-2013 DUES RATES AND STRUCTURE

Category	Salary basis for category	Rate per pay period	Total annual dues
A	\$ 75,000 and above	<b>\$ 39.83</b>	<b>\$ 717</b>
B	\$ 60,000 - 74,999	<b>\$ 33.94</b>	<b>\$ 611</b>
C	\$ 50,000 - 59,999	<b>\$ 28.06</b>	<b>\$ 505</b>
D	\$ 40,000 - 49,999	<b>\$ 20.22</b>	<b>\$ 364</b>
E	Below \$ 40,000	<b>\$ 12.33</b>	<b>\$ 222</b>

Faculty on quarterly contracts pay the lowest rate (category E) per pay period.

**Did you know?** You can deduct dues and initiation fees for union membership on your federal tax return!

## REPRESENTATION FEE

The new CBA for the first time authorizes UFWW to enact a representation fee. If UFWW decides to exercise this right, then a representation fee would be assessed to all Western faculty who are not members of the UFWW. The fee amounts to the percentage of the dues that corresponds to the work done by UFWW directly on behalf of all faculty members. We have not begun this process without a great deal of thought. The UFWW has provided tremendous benefits and support to all faculty at Western. In the last five years, we have discovered that maintaining this advocacy for our campus community comes with costs, and we have come to believe that it is time for all faculty to share more broadly in the costs of representation since all faculty have universally enjoyed the advantages of that representation. During the course of this academic year, we will hold a number of forums and discussions about representation fees. Later in the academic year the UFWW membership will vote on whether to enact a representation fee beginning in September 2013. Again, at any time, please direct any questions that you have to your UFWW steward or to a member of the exec.

## A SPECIAL WELCOME TO NEW FACULTY

UFWW extends a special welcome to our new colleagues! Our campus community is always enriched by the arrival of new colleagues. This year we are fortunate to have an especially large incoming group of faculty. We look forward to welcoming each of you in person, and we hope that you will be able to join us for our fall faculty celebration on October 21 (see page 4 for details). Please take some time to familiarize yourselves with our Collective Bargaining Agreement at [www.ufww.org](http://www.ufww.org); feel free to address any questions to your steward or to a member of the UFWW executive. One question that has already arisen concerns how the raises in our new CBA impact newly hired faculty. While new faculty can look forward to guaranteed and meaningful raises in your second and third years on campus, they will not automatically receive a 5.25% raise in September 2012. The reason for this is that the university does not want to compound the compression equity problems that the new CBA seeks to address. The administration made a commitment in its hiring practices for your cohort to bring new faculty into the Western community at market rate salaries. This means that many of you were hired at higher starting salaries than your colleagues earn. The new CBA also requires that the UFWW President and the university Provost will review the salaries of newly hired faculty and address any inequities. You have our commitment that this will be a thorough and transparent process. We have successfully resolved similar questions in the past. Our goal in all matters is to ensure an equitable working environment for all faculty.

## FALL FACULTY CELEBRATION - MARK YOUR CALENDAR!

UFWW invites **ALL** faculty and their families (you don't have to be a member to join the fun) to join us for a **POTLUCK CELEBRATION** of the new academic year and a new CBA.

### WHEN?

Sunday, October 21, 2012  
1-4 PM

### WHERE?

Squalicum Boathouse  
Zuanich Point Park  
2600 Harbor Loop, Bellingham

Please bring a dish to share. We will provide beverages and a variety of snacks!

**WE HOPE TO SEE YOU THERE!**



Your UFWW Exec: Joan Hoffmann, Chuck Lambert, Steven Garfinkle, Mark Springer,  
Mike Mana, Seth Feinberg, Sandra Alferts, Bill Lay

## CONTACT INFO:

### UFWW EXECUTIVE BOARD

**President:** Steven  
Garfinkle, History

**Vice-President:**  
Chuck Lambert,  
Special Education

**Chief Steward:**  
Mike Mana,  
Psychology

**Treasurer:** Seth  
Feinberg, Sociology

**Director of  
Communications:**  
Sandra Alfery, German  
(MCL)

**At-Large:** Joan  
Hoffmann, Spanish  
(MCL)

**At-Large:** Bill Lay,  
Special Education

**At-Large:** Mark  
Springer, Decision  
Sciences

**Website:**  
[www.ufww.org](http://www.ufww.org)

## DEPARTMENT STEWARDS 2012-2013:

**Accounting:** Daniel Warner

**Anthropology:** Robert Marshall

**Art:** Pat McCormick

**Biology:** Craig Moyer & David Leaf

**Chemistry:** Mark Bussell

**Communication:** Steven Woods

**Comm. Sciences/Disorders:** none

**Computer Science:** Michael Meehan

**Decision Science:** Mark Springer

**Design:** none

**Economics:** Matthew Roelofs

**Elementary Education:** Maria Timmins-Flores

**Elementary Education:** Genet Simone

**Engineering Technology:** none

**English:** Anne Lobeck

**Environmental Sciences:** David Wallin

**Environmental Studies:** Gene Myers

**Fairhaven:** Shirley Osterhaus

**Finance and Marketing:** David Fewings

**Geology:** Liz Schermer

**History:** Peter Diehl

**Human Services:** Judy Deiro

**Journalism:** Steven Woods

**Liberal Studies:** Robert Stoops

**Management:** none

**Mathematics:** Edoh Amiran

**Modern & Classical Languages:** Sandra Alfery

**Music:** David Feingold

**PEHR:** none

**Philosophy:** none

**Physics:** none

**Political Science:** Vernon Johnson

**Psychology:** Kristi Lemm

**Secondary Education:** Ray Wolpow

**Sociology:** Ron Helms

**Special Education:** Beth Stickle

**Theater and Dance:** David Saxton

**Wilson Library:** Jeff Perdue

*Questions about this newsletter? Please contact Sandra Alfery.*

**JOIN US TODAY!**



**United Faculty of Washington State  
Membership Enrollment Form**

**United Faculty of Western Washington**

Social Security Number:    -   -

Last Name \_\_\_\_\_ First Name \_\_\_\_\_ Middle Initial \_\_\_\_\_

Home Address (Street, Route or Box) \_\_\_\_\_ Apt. # \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_ Home Phone( ) \_\_\_\_\_

Home E-Mail \_\_\_\_\_ Work E-Mail \_\_\_\_\_ Work Phone( ) \_\_\_\_\_

Campus Bldg/Mailstop \_\_\_\_\_  Female  Male Date of Birth \_\_\_\_\_

Ethnic Status (optional)  American Indian/Alaska Native  Black/African American  Hispanic/Latina(o)  Choose not to declare  
 Caucasian/Euro-American  Native Hawaiian/Pacific Islander  Asian

Hire Date \_\_\_\_\_ Registered Voter  Yes  No

Dues Rate and Structure (please check one)		
salary	rate per pay period	total annually
<input type="checkbox"/> A. \$75k -	\$39.83	\$717
<input type="checkbox"/> B. \$60k - \$74,999	\$33.94	\$611
<input type="checkbox"/> C. \$50k - \$59,999	\$28.06	\$505
<input type="checkbox"/> D. \$40k - \$49,999	\$20.22	\$364
<input type="checkbox"/> E. Below \$40k	\$12.33	\$222

Faculty on quarterly contracts pay the lowest rate (E) per pay period.

Department		
<input type="checkbox"/> Accounting	<input type="checkbox"/> Engineering Technology	<input type="checkbox"/> Modern & Classical Lang
<input type="checkbox"/> Anthropology	<input type="checkbox"/> English	<input type="checkbox"/> Music
<input type="checkbox"/> Art	<input type="checkbox"/> Environmental Science	<input type="checkbox"/> Philosophy
<input type="checkbox"/> Biology	<input type="checkbox"/> Environmental Studies	<input type="checkbox"/> PEHR
<input type="checkbox"/> Chemistry	<input type="checkbox"/> Finance and Marketing	<input type="checkbox"/> Physics
<input type="checkbox"/> Communication	<input type="checkbox"/> Geology	<input type="checkbox"/> Political Science
<input type="checkbox"/> Communication Sciences	<input type="checkbox"/> History	<input type="checkbox"/> Psychology
<input type="checkbox"/> Computer Science	<input type="checkbox"/> Human Services & Rehab	<input type="checkbox"/> Secondary Education
<input type="checkbox"/> Decision Sciences	<input type="checkbox"/> Journalism	<input type="checkbox"/> Sociology
<input type="checkbox"/> Design	<input type="checkbox"/> Liberal Studies	<input type="checkbox"/> Special Education
<input type="checkbox"/> Economics	<input type="checkbox"/> Management	<input type="checkbox"/> Theatre & Dance
<input type="checkbox"/> Elementary Education	<input type="checkbox"/> Mathematics	<input type="checkbox"/> Wilson Library
	<input type="checkbox"/> Fairhaven	

FOR OFFICE USE ONLY	
TYPE	AMOUNT
AFT/NEA	
WEA/AFT-WA	
Unified	
AFL-CIO	
Local	
TOTAL	

For membership record inquiries, please send an e-mail to: [member.records@washingtonea.org](mailto:member.records@washingtonea.org)

Payment Method for Dues

Check (make checks payable to "UFWS: WEA/AFTWA" for single, annual payment)

Payroll Deduction: I, the undersigned, acknowledge that I am a member of the above-named faculty union (where the entity representing my bargaining unit is a WEA/NEA, AFTWA/AFT affiliate, the Washington Education Association, the National Education Association, American Federation of Teachers Washington and American Federation of Teachers). I hereby authorize my employer to deduct from my salary and to pay to the United Faculty of Washington State membership dues in such amounts as the affiliate unions (WEA, NEA, AFTWA, AFT) may certify as dues and owing by me in accordance with their constitutions and bylaws.

I agree that this authorization and assignment shall remain in effect until a signed and dated revocation is received by UFWS c/o the WEA Membership Department at P.O. Box 9100, Federal Way WA 98063-9100. I understand that while I can revoke my membership, I am obligated to fulfill my core dues obligation to UFWS and its affiliates during the fiscal year of revocation.

Ethnic Status, Gender, Birth Date and Voter Registration information is optional and failure to provide it will in no way affect your membership status, rights or benefits in NEA, WEA or any of their affiliates. This information will be kept confidential.

Subscriptions to WE (\$2.86), NEA Today (\$4.55), NEA Higher Education Publications (\$17.00), On Campus (\$3.50), American Educator (\$1.75) and AFT-WA Spotlight (\$12) are included in the cost of annual membership dues. Publications received by members are based on membership category.

Membership is open only to those who agree to subscribe to the goals and objectives of the Association and to abide by its constitution and bylaws.

\_\_\_\_\_  
Member's Signature Date Enroller / Faculty Representative

**Please return completed form to UFWS Chief Steward Mike Mana, MS-9172.**

Copies will be forwarded to the WEA Membership Department and the WWU Payroll Office. A copy will be returned for your files.