**Overview of UFWW-Negotiated Contracts at**

**Western Washington University**

**2008-2012: Our First Contract**

**Salaries**

* 10.5% across-the-board raises over 2 years
* Promotion raises increased from 7.5% to 10%
* 3% Post-Tenure review raises

These were among the most significant improvements in faculty compensation in the nation during this four-year period.

**Research Support:** *Professional Leave:* Our Contract ensured that Western award the maximum amount of professional leave allowed by Washington State law. Faculty receive full salary while on professional leave. Western’s professional leave is among the best in the nation.

**Travel Money**: Our Contract guaranteed a faculty development and professional travel pool with an annual amount equal to $1,000 per FTE tenured/tenure-track faculty, and $500 per FTE non-tenure-track faculty member. The allocation of these funds is controlled by faculty governance bodies. At a time when out-of-state travel has been curbed for public employees in our state, we continued to be able to engage in professional development and research.

**Workload:** *Protected Teaching Load:* Our Contract guaranteed stable teaching loads for faculty that maintain the historic departmental levels of teaching or librarianship constituting one FTE workload in each college. *Research and Service set standards set by faculty:* Our Contract guaranteed that standards for the quantity and quality of research and service are determined in departmental and college evaluation plans.

**2012-2015: “The Best Contract in the Nation”**

**Salaries**

* 13.75% across-the-board raises over 3 years
* Compression and equity issues begin to be formally addressed over the 3-year span of the contract
* MOU on chair compensation passed Nov. 2013

**Progressive Dues Structure:** The UFWW successfully developed a 5-tiered progressive dues structure with NEA/WEA, so that dues are proportional to salary, ranging from $232 to $727/annum.

**Workload Defined:** Our new contract formally acknowledges that “class size is a component of the historic department level of teaching…” and requires that “any proposal to make adjustments to class size must be pedagogically sound, maintain quality, meet the needs of students, and be feasible within the resources of the unit/college concerned. The proposal must be approved by the department and the dean.”

**Protection of Intellectual Property:** Our new contract guarantees that “faculty shall have exclusive rights to all material that is not work for hire,” and clarifies the definition of “work for hire.” In addition, it requires the University to initiate a full review of the entire Patent and Copyright Policy, “utilizing and inclusive approach that will involve faculty at the initial stage of policy revision.”