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Please call us!

If you are facing a difficult situation in your department or college that concerns benefits, wages, workload, or working conditions, contact the union through your Department Steward, any member of the Executive Board, or the UFWW President directly:

Chuck.Lambert@wwu.edu or
chucklambert@me.com.

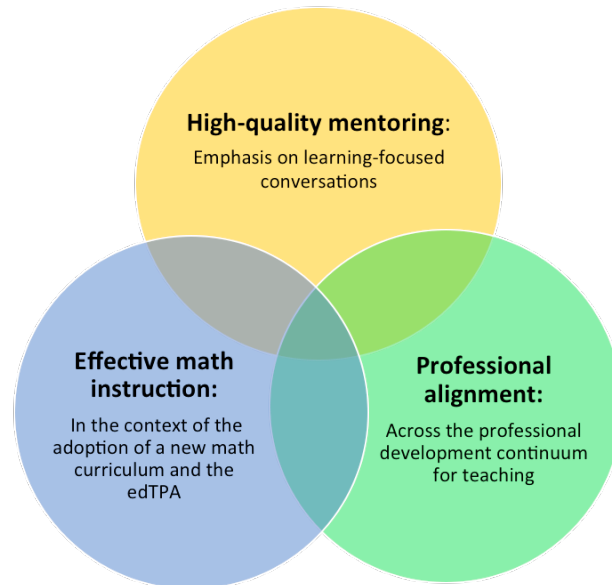
We can't fix it
if we don't hear about it!

Like the UFWW? Tell a friend!

So much of the work we do is confidential, so we can't talk about representing your interests, but you can! Don't be afraid to talk about your experience.

If you would like to share your story more broadly, send your testimonial to
stout.karen@gmail.com

UFWW Receives \$148,050 Grant!



Aligning Teachers' Professional Learning Continuum

The United Faculty of Western Washington University recently received a grant (\$148,050) from the American Federation of Teachers' Innovation Fund to support the alignment of the professional learning and performance assessment of preservice teachers across a professional continuum.

The project centers on shared professional development in the areas of high-quality mentoring, effective mathematics teaching, and the alignment of performance assessments from the beginning of the career through its later stages.

Project Director Dr. Matthew Miller (WWU Elementary Education) notes, "Teachers now live and work in a culture of high stakes performance assessment throughout all stages of their teaching career. While this can be daunting, this union-sponsored grant project is an opportunity to take back some of the control of teachers' professional development and to focus on what matters most to support students' learning and teachers' professional growth."

Participants in this include pre-service candidates, university faculty, and university supervisors from Western Washington University, cooperating teachers, teachers on special assignment, and district personnel from the Bellingham School District.

UFWW Executive Board

President: Chuck Lambert
Vice President: Kristin Mahoney
Treasurer: Mark Springer
Chief Steward: Steven Garfinkle
Director of Comm: Karen Stout
At Large: Rich Brown
At Large: Yvonne Durham
At Large: David Leaf
At Large: Mike Mana
At Large: Beth Stickley

Department Stewards*

Chief Steward: Steven Garfinkle
Accounting: D. Warner
Anthropology: B. Marshall
Art: S. Mendes
Biology: D. Leaf, C. Moyer
Chemistry: S. Smirnov
Comm. Studies: S. Woods
Comm. Sciences/Disorders: M. Fraas
Computer Science: M. Meehan
Decision Sciences: M. Springer
Design: C. de Almeida
Economics: M. Roelofs
Elementary Ed: G. Simone,
 M. Timmons Flores
Engineering & Design: D. Yip-Hoi
English: L. Laffrado
Environ. Sciences: D. Wallin
Environ. Studies: G. Myers
Fairhaven: S. Osterhaus
Finance & Mark'g: D. Fewings
Geology: L. Schermer
History: P. Diehl
Human Services: **open**
Journalism: S. Woods
Liberal Studies: R. Stoops
Management: **open**
Mathematics: E. Amiran
MCL: B. Aranda
Music: D. Feingold
PEHR: **open**
Philosophy: **open**
Physics: K. Larson
Political Science: K. Parris,
 S. Singleton
Psychology: R. Bedi
Secondary Ed: **open**
Sociology: R. Helms
Special Ed: B. Stickley
Theater & Dance: D. Saxton
Wilson Library: G. Gossett

Message from UFWW President Chuck Lambert

Dear Colleagues,

Welcome back! We wanted to get the newsletter out as early as possible this year to let you know about the work we've been doing and the work we plan to continue in winter and spring.

I want to begin by reminding everyone that, whether you are a member of the union or not, we are here to represent your interests. If you have questions related to wages, benefits, workload, or working conditions, feel free to contact me. If you are ever called into a meeting with an administrator and would like someone to attend the meeting with you for guidance and representation, please contact me directly (chuck.lambert@wwu.edu).

While the majority of the work that we do is related to representing individuals confidentially, we also work to benefit all faculty in our negotiation of faculty contracts. As a result, all faculty received another 4.25% raise this past fall.

One of the tasks that has kept us busy recently is the signing of a Memorandum of Understanding concerning outside compensated professional activities and the use of state resources. This MOU protects faculty's ability to engage in valuable work with government, industry, private, and public organizations. On October 29th you should have received an email from me further explaining how this MOU protects the work we already do in our teaching, research, and service. This MOU will be available on the UFWW website under "CBA."

We also organized an NTT Task Force to investigate the concerns of NTT faculty. This committee, which was composed entirely of NTT faculty, did an incredible amount of work, hosting discussions and disseminating and interpreting the results of a survey, and we are extremely grateful to them. You will see an update on the information that the members of this committee collected in this newsletter. We will be using this information as we head into bargaining this spring.

Because we will be bargaining in the spring, we will spend a good deal of time in fall and winter assessing the concerns of the faculty so that we can head into this process informed about the issues that the faculty would like us to prioritize. Keep an eye out for surveys that will be sent to faculty during winter quarter.

If you have any concerns or need representation, please know that you can contact any member of UFWW's Executive Board. Last year's election introduced many new faces to this group and placed some familiar faces in new roles. To introduce you to the faculty who choose to serve you via the union, you'll find brief bios and pictures of the members of the Executive Board provided in this newsletter and a list of all current department stewards.

Have a wonderful fall, and I look forward to hearing about your concerns when we begin conducting our bargaining surveys this winter with bargaining planned for the start of spring quarter.

Best,



Chuck Lambert

UFWW NTT Task Force Summary: Survey Results:

The UFWW assembled a Non-Tenure Track (NTT) Task Force to survey NTT faculty at Western Washington University (WWU) in an effort to determine issues and concerns of these faculty members.

The Task Force held four fora at the beginning of spring quarter in April 2014. Based on the 48 participants' input, an online survey was developed, and then sent to 371 WWU NTT faculty at the end of May. A total of 172 NTT faculty responded. Based on numerous comments reported in both the survey and fora, NTT faculty indicated that what they value most about their positions is the opportunity to teach and engage with students. A lack of job security, few opportunities for advancement, issuance of a three-year contract, and compensation for teaching load and additional teaching burdens were common concerns raised.

The results of the survey and the fora were presented to the UFWW Executive Council prior to summer break and were made available to the UFWW Collective Bargaining team to be taken into consideration for the next Collective Bargaining Agreement.

UFWW Exec Board would like to thank the NTT Task Force for their hard work!

Julie Dugger, English
Sean Dwyer, MCL
Janice Lapsansky, Biology
Korry Harvey, Comm Studies
Katie Stables, Mathematics
Beth Stickley, Special Ed

Union Dues & Rep Fees are tax deductible

As "unreimbursed employee expenses." If your deductions are 2% or more of adjusted gross income, you can deduct all your union dues. If you do not deduct "unreimbursed employee expenses," then you can't, as union dues are less than 2% of AGI.

Find out more!

About the UFWW, the CBA, membership, how to sign up for mailing lists, & our affiliates at:

www.ufww.org

Information about Representation Fees

What is a Representation ("Rep") Fee?

If you are a faculty member at WWU, you are a member of the UFWW bargaining unit. UFWW represents your interests in negotiating wages, benefits, workload, and working conditions. But doing so costs money. The Rep Fee covers the fair share for the cost of collective bargaining, contract enforcement, and local representation by the UFWW. Members of the bargaining unit who have not joined the union enjoy all of the benefits of union representation and are considered "fee payers."

What does a Representation Fee cost?

Fee payers pay a rep fee equal to the UFWW membership dues. Those who object to paying 100% of union dues may request an annual prorated refund of a "chargeable" percentage of dues. These "objecting fee payers" are entitled to a refund of the non-chargeable share of dues (calculated annually for local union, plus state & national affiliates), which is approximately 10-20% of total dues. Rep fees are assessed according to the same progressive dues structure.

What are "chargeable activities"?

Essentially all activities and expenses devoted to bargaining, contract maintenance, and local representation of the bargaining unit are chargeable. Non-chargeable activities include those related to any political or ideological activity, lobbying, and membership campaigns. Fee payers are NOT legally obligated pay to support these activities.

What if I object to paying the membership fee?

Then you must complete the "Hudson Packet" that will be mailed to you near the end of fall quarter each year. The envelope will be labeled as such, so look for it!

Progressive Dues Structure:

Our progressive dues structure typically amounts to less than 1% of a faculty member's salary, and, in most cases, significantly less than 1%.

Category	Salary	Rate/pay period	Total annual dues
A	\$ 75,000+	\$41.11	\$740
B	\$ 60,000-74,999	\$35.11	\$632
C	\$ 50,000-59,999	\$29.11	\$524
D	\$ 40,000-49,999	\$21.11	\$380
E	-\$40,000	\$13.11	\$236

Meet your UFWW Leadership Team!

UFWW Executive Board



Chuck Lambert, President

(Associate professor, Special Education & Education Leadership)

Chuck's research interests include the effects of teacher presentation styles on academic and social behavior, behavior disorders with urban youth, and applied behavior analysis. Previously, Chuck was chair of his department, vice president of the UFWW and served on the 2012 bargaining team. Prior to his life as an academic, Chuck was a paraprofessional educator, teacher, administrator, then clinical director for students with aggressive and challenging behaviors.



Kristin Mahoney, Vice-President

(Associate Professor, English)

Kristin's teaching interests include Victorian literature, modernism, & queer studies. She has published articles in *Criticism*, *Victorian Studies*, *Victorian Periodicals Review*, *Literature Compass*, & *College Teaching*. Her first book, *Literature and the Politics of Post-Victorian Decadence*, is forthcoming from Cambridge University Press in 2015. Her current project examines the afterlife of Victorian aestheticism's radical thinking about kinship, focusing on the manner in which aestheticist ideas about the family were revised, reformulated, and inflected with a global sensibility by a network of bohemian twentieth-century authors and artists.



Mark Springer, Treasurer

(Professor, Decision Sciences)

Mark teaches courses on enterprise research planning systems, quality management, and management science. His current research interests include learning theory, supply chain volatility, e-service quality, and enterprise systems education. He's published in the *Journal of Operations Management*, the *European Journal of Operational Research*, and other outlets. He's also been involved with several recent studies analyzing alternative methods for processing commercial traffic through the U.S.-Canadian border.



Steven Garfinkle, Chief Steward

(Professor, History)

Steven has been a member of the history department since 2001. He teaches a broad range of courses on ancient history. His research focuses on social and economic history in early Mesopotamia with an emphasis on the origins of commerce and state formation. Steven has authored and edited several books, including *Entrepreneurs and Enterprise in Early Mesopotamia* (2012), along with numerous articles. He is the editor of the *Journal of Ancient Near Eastern History*.



Karen Stout, Director of Communications

(Director, Karen W. Morse Leadership Institute)

Karen is a Washington native lucky enough after grad school to return to her home state to work at WWU. She loves teaching and advising students. She is just starting as the director for the Leadership Institute and is excited about the new challenge. Her recent service work has included leadership positions on the Faculty Senate at WWU and for the Northwest Communication Association. She's devoted to her family and does her best to balance her work demands with personal life priorities.



Rich Brown, At-Large Representative

(Associate Professor, Theatre)

Rich teaches physical acting and devising (collaboratively created theatre), which are also his primary research interests. Rich has published articles in Theatre Topics, Theatre Journal, College Teaching, Western States Theatre Review, and a book chapter in Aesthetics & Business Ethics. In 2010 he received WWU's Excellence in Teaching Award, and in 2012 the National Award for Lead Deviser/Director from the Kennedy Center's American College Theatre Festival. While on sabbatical in NYC this fall, Rich performed in Lying with the devising company Blessed Unrest.



Yvonne Durham, At Large Representative

(Professor, Economics)

Yvonne joined Western in 2000. She is an experimental economist, with interests in industrial organization, applied microeconomics, & economic education. Her current research uses laboratory markets to examine market structure & pricing policies. She has received various research & teaching awards & grants, including being named the Distinguished Teaching Fellow for CBE in 2009. Her choice of service activities, including recently completing two years as ACC Chair, reflects her commitment to students and to enhancing their learning experiences.



David Leaf, At-Large Representative

(Professor, Biology)

David's research interests include imaging cytoskeletal dynamics in living cells (watching glowing proteins organize themselves in cells) and evolutionary developmental biology (considering how changes in developmental processes shape morphological evolution). He and his collaborators have had the good fortune to publish some of this work in leading scientific journals, including Development and Nature. In service to the UFWW, David has been a member of the 2008 and 2012 bargaining teams. When grading exams and upon other



Mike Mana, At-Large Representative

(Associate Professor and Vice Chair, Psychology)

Mike is a founding member of Western's Behavioral Neuroscience program and of the UFWW. His current research focuses on the neural substrates of cognition. Mike teaches a wide range of courses that include Psychopharmacology, Gross Neuroanatomy, and Introductory Psychology...with his favorite course being whatever he is currently teaching! When not at Western, Mike is likely out and about with family members, trying to learn something more than 3-chord campfire songs on his guitar, or riding bike!



Beth Stickley, At-Large Representative

(Senior Instructor, Special Education)

Beth has been in the field of education since 1983 and has worked at WWU as both adjunct and NTT faculty for the last fifteen years in the Department of Special Education in Woodring. She's originally from the Midwest, but has called Bellingham home for the last twenty-one years. Beth is excited about the opportunity to work more closely with the UFWW this year!

To complete the membership form on the next page, please print and complete the form.
Send it via campus mail to *Steven Garfinkle at MS 9061.*

Thank you!



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 -	\$41.11	\$740
<input type="checkbox"/> B. \$60k - \$74,999	\$35.11	\$632
<input type="checkbox"/> C. \$50k - \$59,999	\$29.11	\$524
<input type="checkbox"/> D. \$40k - \$49,999	\$21.11	\$380
<input type="checkbox"/> E. Below \$40k	\$13.11	\$236

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"/> SpEd. & Ed. Leadership |
| <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

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 Steven Garfinkle, MS-9061.

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