



HAPPY BIRTHDAY, UFWW!

Here is a look back at *some* of our accomplishments!

Did you know?

- Across-the-board faculty raises have increased faculty salaries by **over 31%** since 2008. They will increase another **3.75%** in September 2016, bringing the cumulative across-the-board raises since 2008 to **more than 36%**. The 2012 contract, in which we were able to negotiate significant raises of 13.75%, was characterized by the NEA as “the nation’s best.”
- Not only have base salaries increased but **compression & equity** adjustments have added more \$ to the majority of paychecks, particularly to those of us who have been at WWU for a while. In addition, PTR (3%) and promotion raises (now at 10%, previously 7.5%) have further enhanced faculty salaries.
- More job security for contingent faculty by securing longer-term contracts. Not only have NTT salaries increased by **at least 28%** since 2008 (with another **3.75% in September 2016**), but promotional increases have also been secured (promotion to senior instructor is accompanied by a 10% raise).
- **Historic workload** (both class size and course load) **has been protected** and cannot be unilaterally increased by the administration.
- **Professional leave** continues to be compensated **at full pay**. The contract ensures that WWU award the maximum amount allowed by Washington State law.
- **Promotion policies** are one of the most transparent in the country, making WWU one of “the best places to work for” according to *the Chronicle of Higher Education*. Standards are established at the departmental level, allowing a faculty-driven and “bottom-up” process, which is mirrored throughout the contract.
- **Leave policies** (e.g. parental) have been strengthened.
- The candidate & the department determine **time until tenure**, and experience and accomplishments at other institutions count toward tenure time.
- WWU has committed to **increase tenure-track positions**.
- **Faculty governance and academic freedom** have been strengthened. WWU is a model for faculty participation on all levels in university decisions.
- Protection of **intellectual property**. Faculty have exclusive rights to all material that is not work for hire.
- Add your own favorite!

** Of course, there is more! Please access the website www.ufww.org and read the summary of changes for the CBAs negotiated since 2006. Document prepared by Sandra Alfors, Chief Steward of UFWW.*
