

# THE WESTERN UNION

## UFWW Executive Board

President: William Lyne  
Vice President: Kristi Lemm  
Treasurer: Robert Marshall  
Chief Steward: Kevin Leonard  
Director of Communications:  
Jeff Young  
At Large: Shirley Osterhaus  
At Large: Joan Hoffman

## Departmental Stewards

### Chief Steward: Kevin Leonard

Accounting: D. Warner  
Anthropology: T. Koetjé  
Art: C. de Almeida  
Biology: D. Leaf  
Chemistry: Mark Bussell  
Communication: S. Woods  
Comm. Sciences/Disorders: *none*  
Computer Science: M. Meehan  
Dance: P. Kuntz  
Decision Science: M. Springer  
Economics: P. Storer  
Educational Leadership:  
P. Fabiano  
Elementary Ed: M. Riddle-Buly  
Elementary Ed: G. Simone  
Engineering Tech.: *none*  
English: A. Lobeck  
Environ. Sciences: D. Wallin  
Environ. Studies: G. Myers  
Fairhaven: J. Bower  
Finance and Marketing:  
D. Fewings  
Geology: L. Schermer  
History: P. Diehl  
Human Services: J. Deiro  
Journalism: S. Woods  
Liberal Studies: R. Stoops  
Management: D. Carrier, acting  
Mathematics: E. Amiran  
Modern & Classical Lang.:  
J. Underwood  
Music: B. van Boer  
PEHR: *none*  
Philosophy: *none*  
Physics: J. Stewart  
Political Science: V. Johnson  
Psychology: M. Mana  
Secondary Ed: R. Wolpow  
Sociology: R. Helms  
Special Ed: W. Lay  
Theater Arts: D. Carrier  
Wilson Library: M. Fast

## WEB Page

[www.ufvw.org](http://www.ufvw.org)

## HARD TIMES

### First, the Good News . . .

As we've been getting so much bad news for so long, let's finger for a moment the jagged edges of the silver lining.

### There is our Collective Bargaining Agreement.

The contract we signed with Western's Board of Trustees last June has protected the faculty and the primary role we play in the university's mission. Governor Gregoire and the legislature have imposed a series of wage and spending freezes on state agencies, but collective bargaining agreements are exempted from those freezes. Things like our teaching load, tenure and promotion raises, senior instructor positions, professional development and travel funds, and professional leaves are all protected by our contract. Our brothers and sisters at the state's non-unionized research institutions, UW and WSU, do not enjoy the same protections.

When we first began to organize the UFWW, one of the arguments we made for the value of unionization was that it would give us a stronger presence in Olympia, that Western's administration and faculty would be able to present a united front to the legislature. That happened during this legislative session and not a moment too soon. In the most difficult legislative session in anyone's memory, the union and the administration met regularly together, shared information freely, articulated and resolved differences, visited legislators together, and

presented a coherent and unified message. At the end of the day in Olympia, the most important thing for Western is the size of the university's state appropriation. And this time both the administration and the union recognized that there is no daylight between us on this issue. The UFWW would like to especially commend Sherry Burkey, Dennis Murphy, Renee Roberts, Bruce Shepard, Steve Swan, and Jane Vroman for their efforts in working with the faculty to make Western's presence stronger in Olympia.

Another of our campaign promises was that our association with our state-wide affiliates—the United Faculty of Washington State, the Washington Education Association, and the American Federation of Teachers Washington—would pay dividends for us at the state level. This happened in two very concrete ways: the equity in the legislature's treatment of the research and regional universities, and the legislature's willingness to allow the state universities to raise tuition above statutory limits. In previous biennia, the legislature has regularly treated the state's research institutions (UW and WSU) differently from the state's regional comprehensive institutions (WWU, CWU, EWU, and TESC). In 2007, for example, the legislature authorized a 7% increase in tuition for the research universities and a 5% increase for the regionals. Before this legislative session began and again throughout the session, faculty from UFWW and staff from our statewide affiliates met with legislators and impressed upon them the need to treat all of the state universities equally. We followed that up with a show of strength that came from you—close to 2,000 emails to the governor and the legislature. The result was that

the budgetary pain was shared equally among the state universities—cuts of approximately the same percentage to each institution and equal authority to both the regional universities and the research universities to raise tuition 14% each year of the biennium.

Tuition increases are, of course, no one's first choice as a way to solve budget problems. In an ideal world, a public college education would be free to any qualified student. But in this world, in this legislative session, substantial tuition increases were the only way to keep four-year higher education in this state from disappearing. In-state, resident tuition rates at our state universities are well below national averages, and the tuition increases that are proposed will come to about six hundred dollars per year for our students. Federal and state legislation will also provide enough student aid that these increases should have little to no impact on moderate and low-income students. These increases will be part of the nation-wide trend of college tuition continuing to outpace general inflation. This is a bad thing, but we should be very clear about the cause of this bad thing. It is certainly not increases in faculty salaries, which generally have not kept up with inflation. The reason that tuition has been rising sharply is that state support for public universities has been declining sharply.

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For more information on how you can participate in the UFWW efforts in Olympia, please visit our website at [www.ufvw.org/outreach.html](http://www.ufvw.org/outreach.html).

### UFWW Officers Elect

President: Steven Garfinkle  
Vice President: Vickie Hamblin  
Chief Steward: Kristi Lemm  
At-Large: Bill Lay

### Thanks to the Outgoing Officers...

President: Bill Lyne  
Vice President: Kristi Lemm  
Chief Steward: Kevin Leonard  
At-Large: Shirley Osterhaus

**...for their dedication and hard work. Our local union runs on local talent.**

### UFWW Spring Party

Depot Market  
June 5th, 5- 7 pm  
Music and Light Refreshments!

[download flier](#)

### Your Union by the Numbers

247- UFWW Members

~1,300- WWU letters to Olympia Supporting Higher-Ed

25/47- Special Merit Awardees are UFWW Members



The *Western Union* is a quarterly publication designed to foster communication between members of the UFWW.

Mailing address:  
UFWW  
1800 James St, Suite 201  
Bellingham WA 98225-4631

### WEB Page

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## Hard Times (First the good news, cont.)

**Our collective efforts** played a big role in making the tuition increases happen. After careful consideration and much debate, the leaders of the United Faculty of Washington State sent a letter to the governor and legislative leaders asking that they raise the caps on tuition. This was a much more united front than the one presented by the University Boards and Administrations. Only Western and the University of Washington signed a similar letter (and as they move quickly to implement the full tuition increases, the Boards and Administrations of the other four universities owe those two institutions some thanks).

Once the UFWS adopted tuition increases as part of our agenda, the Washington Education Association, our statewide affiliate and one of the biggest unions in the state, forcefully carried that message to Olympia. Two days after WEA President Mary Lindquist met with Governor Gregoire and impressed upon her the importance of the tuition money to our mission, the governor publicly began to support raising the caps on tuition. Again, raising tuition is not a good way to fill budget holes, but once it became clear that there was no other alternative, our union played a big role in overcoming legislative resistance and making it happen.

This legislative session was incredibly bad for Western and higher education in Washington. It made it clear how difficult the future will be. The UFWW will greatly enhance our ability to negotiate and influence that future.

### Meanwhile, Back at the Ranch . . .

While our statewide strength was invaluable in keeping a bad situation from becoming worse, that cannot erase how bad things are. Education in Washington took a giant step backward in this legislative session. The four-year universities were hit the hardest. Western's base state appropriation has been reduced by almost 44 million dollars. The cuts that the legislature imposed on us are among the highest in the nation, and we will be feeling their effects for many years to come.

President Shepard has kept us well-informed about the budget situation and the planning that everyone has done has made Western's reaction to and preparation for the cuts the best in the state. As we pick up the pieces and move forward, we should focus not only on next year, but also on the years to come. The planning we have done and are doing will protect our core mission, but we should be careful not to create working and teaching conditions that we cannot sustain. The first impulse of every educator is to shoulder the burdens that are handed to us and make sure that they do not affect our students. But if we take up a burden now that we cannot carry for more than a short time, we will only be punishing our students more in the future. We cannot take full responsibility for the legislature's failure to appropriately fund higher education. As we try to play the hand we've been dealt, we must protect the quality of the education that our students receive and we must not take on work in the short term that we cannot sustain in the long term. Some of

our Non Tenure Track faculty and staff colleagues are going to lose their jobs—we should not disrespect their work by trying to do it in our spare time. We should not sacrifice our research programs that nourish our teaching and serve our state in so many unseen and uncounted ways. Our salaries are still well below peer averages and we should not disrespect ourselves by continually doing more for less. Ultimately, cuts in resources of this magnitude must be felt as reduced service and not as just more unpaid work for faculty and staff. As a university, we must set priorities and devote the resources we have left to maintaining the quality of our core mission. Adopting policies that can not be sustained will only push the hard decisions into the future, and make it more difficult to ask for funding for work already delivered. We should lament the things we lose, but we cannot try to keep them by bleeding ourselves or holding a bake sale.

At the end of this biennium, the state of Washington will, for the first time, be a minority investor in Western Washington University, with the majority of our funding coming from tuition. This is the culmination of twenty years of declining state funding for the state's universities. Consciously or unconsciously, Washington's citizens have told us that they see college as a private rather than a public good. It will take the collected efforts of faculty, administration, students, and alumni to turn that perception around.

## So, Join Already!

The UFWW has been around now for about three and a half years. We've negotiated a contract that everyone seems pretty happy with and that has protected us in bad times. We've negotiated raises that we never would have received without a union. None of the bad stuff that some people thought would come with a union has happened. And we've put faculty interests on the agenda in Olympia. Reasons to join the union grow as the reasons not to join continue to dwindle. We've been pretty low-key about bugging people to join, but now is the time for everyone who has benefited from the union to step up. A stronger union makes a stronger faculty, which always makes a stronger university.