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## *UFWW membership stronger than ever!*

So many faculty have signed up to be UFWW members with more membership forms coming in all the time! If you need it, a form can be found on pg 8 of this newsletter.

## *Are you a UFWW member?*

### *Are you sure?*

Your paycheck stub may say "UFWW," but that doesn't mean you are a union member! Did you fill out a membership form and send it to the UFWW Chief Steward or your Dept Steward? If not, then you're likely not a member! You can show your support for the union and for faculty rights by completing the form included at the end of this newsletter and sending it to Sandra Alfors MS 9097.

## UFWW Spring Party Celebrated 10 Years of Faculty Representation!



*UFWW President Chuck Lambert (far right) joined by PSE President Susan Banton (center) and PSE Legislative Rep & Internal Organizer Rich Dustin (left).*

In May 2016, United Faculty of Western Washington (UFWW) celebrated 10 years of representing faculty interests at WWU! It was a large gathering on a beautiful spring evening at Squalicum Boathouse at Zuanich Park. There was wonderful food from Old World Deli, memorabilia from faculty labor and organizing efforts, and plenty of time to enjoy each other's company!

Of the approximately 100 people who attended, several were retired faculty members who were crucial in the early days of labor organizing here at WWU! Further, executive board members from Public School Employees of WWU (PSE) and Washington Federation of State Employees (WFSE) were also invited and a number of them attended to help celebrate this great anniversary! PSE President Susan Banton said, "PSE so appreciated being included in the 20 year celebration. UFWW and PSE have always had a special partnership supporting each other's values and goals. Being included in a milestone celebration celebrating 20 years strengthens our bonds (And the food and drink were really good!)"

UFWW is pleased that these current and retired colleagues were able to join us in our 10th anniversary celebration! We hope to see them again in 2017!

*Save the date for the next annual UFWW  
spring party: Friday, May 12, 2017!*

## UFWW's 10th anniversary celebration *(cont'd)*



(L to R) UFWW President Chuck Lambert, Bargaining Chair Kevin Leonard, and Organizing Committee Member Shirley Osterhaus speaking to the crowd about the current and historical efforts to ensure faculty have organized representation in all matters of wages, salary, and working conditions.



The original organizing team: (L to R) James Loucky, Bob Marshall, Anna Eblen, David Wallin, Shirley Osterhaus, Demani Jonson, & Edoh Amiran.



(L to R) Joan Stevenson, Bob Marshall, Demani Johnson, & Larry Estrada getting ready to speak about 10 years of union representation with Director of Communications Karen Stout introducing them.



The original bargaining team: L to R Edoh Amiran, Kevin Leonard, Anna Eblen, & Katie Stables.



Folks enjoying the beautiful spring weather and wonderful company at Zuanich Park.

## UFWW's 10th anniversary celebration *(cont'd)*



A large crowd gathered together to celebrate the 10th anniversary of UFWW's representation of faculty interests. People left messages of support at the memorabilia table, enjoyed great food, drinks, and each other's company!

## WESTERN'S FACULTY UNION: A brief history

**GUEST COLUMN: Milt Krieger**

Almost fifty years of faculty union development at WWU follow many but not all recent contours in public higher education and its economy, and the labor movement at large. Offering a militant alternative to campus AAUP and NEA affiliates, American Federation of Teachers Local 2084 was chartered just as student population surpassed 10,000 in 1970, with corresponding College of Arts and Sciences and "cluster college" new faculty hires. 2084's membership reached 125-130 in the mid-1970s, with leadership in departments from economics to history, physics to political science.

Tangible benefits accrued. The local raised \$7,500 overnight from members for legal defense when WWU mandated a Reduction In Force as higher ed funding declined toward 1975, prompting national and state AFT to fund lawyers for a challenge to faculty firings. Members in that critical year also saved colleagues' positions by sharing budget-prescribed departmental funding cuts, with voluntary leaves costing participants up to 1/3 of earnings. Only 7 of 93 projected RIF firings took place. The experience led to 2084's own legal defense fund; its \$10,000 reserve in 2000 went into UFWW's first campaign.

2084 went beyond challenging faculty reductions throughout the 1970s. As administrative rosters and a system-wide model of centralized, corporatist grew, it confronted WWU trustees meetings and lobbied at Olympia with budget analyses and salary surveys covering teachers and administrators. It called for sustained academic quality and championed both a stronger faculty role in hiring/tenure decisions and more faculty-in-campus-governance at large. It pushed for collective bargaining rights. The Western Front, a newsletter mimeographed and hand-delivered to all faculty up to six times a quarter, printed members' articles crunching numbers and crafting arguments, and cartoons by Bob Balas (for. lang.) and Bob Urso (art). Intangibles kicked in: periodic Friday night parties, well attended and robustly debated 2084 meetings, and quarterly state AFT conventions advanced the cause. Solidarity had its joyful moments.

Alongside CWU's, EWU's and Evergreen's AFT locals, with support from WWU's classified staff unions and the Northwest Washington Labor Council, 2084 promoted this agenda into the 1980s. But the state senate in 1982, by one vote in committee, shelved a bill framed by 2084 and supported by faculty unions or senates on all public higher ed campuses to authorize and enable their right to collectively bargain contracts with boards of trustees.

*(cont'd on next page)*

## UFWW Exec Board

*President:* Chuck Lambert  
*Vice President:* Kristin Mahoney  
*Treasurer:* Mark Springer  
*Chief Steward:* Sandra Alfes  
*Director of Comm:* Karen Stout  
*At Large:* Rich Brown  
*At Large:* Joan Hoffman  
*At Large:* David Leaf  
*At Large:* A. Ricardo Lopez  
*NTT Rep:* Janice Lapsansky

## Dept. Stewards

*Chief Steward:* Sandra Alfes  
*Accounting: open*  
*Anthropology:* J. Pine  
*Art:* S. Mendes  
*Biology:* D. Leaf, C. Moyer  
*Chemistry:* J. Gilbertson  
*Comm. Studies:* J. Wang  
*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:* T. Wharburton  
*Environ. Sciences:* D. Wallin  
*Environ. Studies:* G. Myers  
*Fairhaven: open*  
*Finance & Mark'g: open*  
*Geology:* L. Schermer  
*Health & Human Dev: open*  
*History:* P. Diehl  
*Human Services: open*  
*Journalism:* S. Woods  
*Liberal Studies:* M. Slouber  
*Management: open*  
*Mathematics:* E. Amiran  
*MCL:* B. Aranda  
*Music:* P. Roulet  
*Philosophy:* D. Whitcomb  
*Physics:* K. Larson  
*Political Science:* K. Parris  
*Psychology:* M. Mana  
*Secondary Ed: Open*  
*Sociology:* R. Helms  
*Special Ed:* T. Thorndike,  
 A. Perzigian  
*Theater & Dance:* R. Brown  
*Wilson Library:* E. Joffrion

## MILT KRIEGER: A brief history *(cont'd)*

The failure to cross this threshold and the force of Reagan-Bush- Clinton era challenges to unions at large reduced 2084's numbers and turned its vanguard movement into a rearguard defense of faculty rights through the 1990s.

The pendulum swung again after 2000, this time favorably, and against the national grain. A multi-campus higher ed faculty consolidation strategy organized from 2001 by Gary McNeil helped UFWW achieve faculty bargaining agent status at WWU in a 2006 election. Bruce Shepard brought the first ever open presidential mind about unions to WWU in 2008. Milestone negotiations and ratifying votes have in the past decade made UFWW's bargained contracts, which are nationally recognized models for tenure-track and "contingent" faculty alike, part of WWU's mainstream.

Survivors among 2084's pioneers and veterans, in the latter's name, salute UFWW's faculty membership for its organizational drive and breakthrough. A collective legacy is in good faculty union hands.

## STATE OF THE UNION: A Current Assessment & a Focus on the Future

GUEST COLUMN: Bill Lyne

Since we began advocating for faculty over ten years ago, the United Faculty of Washington State has been committed to increasing political and financial support for higher education in Washington. Working relentlessly with other higher ed advocates across the state, we have helped turn our public colleges and universities from an afterthought in Olympia to an important issue in every campaign. We've gone from having half of our budget cut during the recession to seeing hundreds of millions of dollars of reinvestment in public higher ed in the last two biennia.

In the wake of this improvement in public higher education visibility, access, and affordability, it is now time that we turn our attention to perhaps the most important issue: the quality of the education our students receive. And nothing is more important to quality education than faculty.

With the variety of pressures and perspectives they face, our legislators and administrators can sometimes lose sight of the fact that their first and fundamental job is to recruit and retain the best faculty possible and to provide those faculty with the resources they need to educate our students. Trends in Washington and at Western show that it is past time to refocus on faculty.

In the last 20 years, the number of faculty in Washington state higher ed has increased by 42%, while the number of administrators has grown by 177%. *(cont'd on next page)*

As the legislative session gets into full swing, keep updated on issues that concern faculty by following [www.ufwsblog.org](http://www.ufwsblog.org). You can subscribe so that new posts are sent to your *personal* (not work) email account.

Learn about UFWW, the CBA, our affiliates, how to contact the Exec Board, sign up for mailing lists, & at: [www.ufww.org](http://www.ufww.org)

### 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 won't be able to, as union dues are less than 2% of AGI.

### Having a work related problem?

Regarding benefits, wages, or working conditions? Not sure if it's a "union" issue? Contact your Dept Steward, any member of the Exec Board, or contact the UFWW President directly: [Chuck.Lambert@wwu.edu](mailto:Chuck.Lambert@wwu.edu) or [chucklambert@me.com](mailto:chucklambert@me.com).

## BILL LYNE: State of the Union *(cont'd)*

In the last 4 years, Western's operating budget has grown by 8.7% and yet the percentage of tenure track faculty has declined by 4%.

Less than half of the faculty at Washington's public universities are tenured or tenure track.

Non-tenure track faculty at Western and our state's other public universities do an outstanding job (often under strained working conditions) and many of them should be tenure track. But the bottom line is that faculty working conditions are our students' learning conditions. More faculty engaged in full research programs, with better pay and stronger institutional commitment will only increase the quality of our students' education.

This year, the United Faculty of Washington State will be working with state legislators on a bill to increase the number of tenure track faculty in Washington. The Faculty Expansion Program would fund a new tenure line for every two new lines that a university is able to create out of its existing budget. This partnership between the legislature and the institutions would bring new funding to the universities while at the same time encouraging the universities to devote more of their existing budget to the primary educational mission.

UFWS looks forward to continuing to work to provide our students with the best education possible.

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## The Many Benefits of Union Membership

Union membership has many benefits, but did you know it can help you save money on your (AT&T) cell phone bill? From mortgages, insurance, cash back credit cards, discounts on new home appliances, car rentals, guided vacations, magazine subscriptions, or even Costco memberships, there are a variety of benefits to officially being a union member!

Many UFWW members have found savings because of their UFWW membership! At-Large Rep Ricardo López has been effective in getting his union membership help save him money, and you can make it work for you, too: "Savings programs are expanded and updated regularly so keep this resource in mind—if you can't find a way to save money now there might be a great program that's just what you need in the future!" Ricardo even saved money on a home mortgage! There are home buying and refinancing options available to union members here: <https://www.unionplus.org/benefits/home/mortgage-program>.

You can discover more here: <https://www.neamb.com/home.htm> UFWW is an affiliate of NEA, which provides a variety of benefits to *members only*—just one more reason why you should complete the membership form *on the page 8 of this newsletter* (and mail it to Sandra Alfors at MS 9097) if you haven't already!

Meet your...

## ...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 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's published in *Criticism*, *Victorian Studies*, *Victorian Periodicals Review*, *Literature Compass*, & *College Teaching*. In 2015 she published, *Literature and the Politics of Post-Victorian Decadence*, by Cambridge University Press. 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.



### **Joan Hoffman, At-Large**

*(Professor, MCL)*

Joan has been a member of the department of Modern and Classical Languages since 1994. As such she remembers the "bad old days" before UFWW representation. She has taught Spanish courses at all levels and served as the study-abroad advisor for Spanish. She specializes in 19<sup>th</sup>-Century Spanish realism and Spanish women writers and has authored *Voces femeninas de España: Una antología* (2015) and numerous articles.



### **Karen Stout, Director of Communications**

*(Director, Institute for Leadership)*

Karen is the director for the Institute for Leadership and a professor in the Communication Studies department. She teaches in the areas of leadership, organizational and instructional communication, event planning, and research methods. Her research interests include exclusion and marginalization in the workplace and the role of women leaders in Mongolia. Her recent service work has included leadership positions on the Faculty Senate at WWU and for the Northwest Communication Association.



### **Rich Brown, At-Large Representative**

*(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, the National Award for Lead Deviser/Director from the Kennedy Center's American College Theatre Festival in 2012, and he was named Washington State's Professor of the Year for 2015 by the Carnegie Foundation. Rich uses his sabbaticals to perform with the devising company Blessed Unrest in NYC, where he is an associate artist.



### **A. Ricardo López, At Large Representative**

*(Professor, History)*

Ricardo's teaching interests include Latin American history, world history, and histories of democracy. His research focuses on labor and class formation in modern Latin America and the Americas. He is co-editor of *The Making of the Middle Class: Toward a Transnational History* (Duke, 2012). He is currently working on two research projects: a history of the Peace Corps in Latin America in the 1960s and a history of the elites in Colombia during the second half of the 20<sup>th</sup> century.



### **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 occasions, he would much rather be sea kayaking.



### **Sandra Alfers, Chief Steward**

*(Associate Professor, Modern & Classical Languages)*

Originally, from Oldenburg, Germany, Sandra teaches German language, literature, and culture on all levels of the curriculum and currently serves as German Section Head in the Department of Modern and Classical Languages. She is also the founding director of the Ray Wolpov Institute for the Study of the Holocaust, Genocide, and Crimes Against Humanity. Her research focuses on Holocaust Literature, in particular on German-language poetry written in Theresienstadt between 1941 and 1945. Sandra is also interested in the development and implementation of new technologies in the L2 classroom.



### **Janice Lapsansky, NTT Representative**

*(Senior Instructor, Biology)*

Janice has worked at WWU for 30 years. She is a founding member of the Western Coalition for Integrity, and enjoys both the challenge and inspiration to promote a culture of integrity in every aspect of university life. She also served on the collective bargaining team in 2015. Janice's commitment to the Western community is matched by her commitment to a safe and healthy Whatcom County. As a Clinical Research Coordinator and Firefighter/EMT with teaching credentials in firefighting and prehospital medicine, Janice is privileged to contribute to a system whose work has advanced emergency response practices across the country.

To complete the membership form on the next page, please print and complete the form. Send it via campus mail to *Sandra Alfers at MS 9097*.



## United Faculty of Washington State Membership Enrollment Form

### United Faculty of Western Washington

Social Security Number:    -   -     (optional)

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 -	\$42.72	\$769
<input type="checkbox"/> B. \$60k - \$74,999	\$36.67	\$660
<input type="checkbox"/> C. \$50k - \$59,999	\$30.56	\$550
<input type="checkbox"/> D. \$40k - \$49,999	\$22.50	\$405
<input type="checkbox"/> E. Below \$40k	\$14.39	\$259

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"/> Health & Human Devel.
<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	
<b>TOTAL</b>	

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 Sandra Alfors, MS-9097.

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

