

IN THIS ISSUE

12th Anniversary!

Member Benefits

Meet the Exec Board

Membership form

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 continues to work hard to protect faculty rights on campus. In addition to representing over sixty individual faculty members with work-related issues, this year the union has worked with the administration to clarify the process for faculty to Request to Transfer to different departments and programs, helped departments with a large number of Senior Instructors to reorganize their review process to lessen the workload on faculty review committees, adjusted the Global Pathways contract with the university, resolved space issues around faculty offices, won retroactive pay for instructors in the Intensive English Program who taught stacked courses

for Extended Ed, created a Best Practices document for Tenure & Promotion and Summer Research and Teaching Grants review committees, responded to an attempt by Research and Sponsored Programs to claim ownership of faculty's research data for the university, and is currently reviewing the Dual Accommodation Policy.

In addition, members of the 2018 Bargaining Team have been meeting regularly with the administration's team throughout spring quarter to bargain section 22 (Compensation) and section 28 (Parking) as part of the 2018 contract Re-opener, as dictated by our 2015 CBA.

Please join us for two upcoming events to celebrate and honor the union's work. First, our annual Spring Elections Meeting will be held on Tuesday, May 8th at 4:00pm in Bond Hall 105. Members can nominate candidates for three At-Large positions which are up for re-election to the Executive Committee. Elections will take place in late spring on-line. Second, our annual Spring Party will once again be held at the Squalicum Boathouse at Zuanich Park on Friday, May 11th starting at 5:30 pm. Please drop in for catering from Old World Deli and a variety of drinks. You can RSVP via [EventBrite at this link](#).

We're looking forward to seeing you and celebrating another year of UFWW.

Rich Brown, President UFWW

***Save the date for the next annual UFWW
spring party: Friday, May 11, 2018!***

Squalicum Boathouse at Zuanich Park at 5:30 pm

UFWW Exec Board

President: Rich Brown

Vice President: A. Ricardo Lopez

Treasurer: Mark Springer

Chief Steward: Sandra Alfes

Dir. of Comm.: Nabil Kamel

At Large: Karen Stout

At Large: Yvonne Durham

At Large: Joan Hoffman

NTT Rep: Janice Lapsansky

At Large: David Leaf

Dept. Stewards

Chief Steward: Sandra Alfes *Anthropology:* J. Pine, J. Fisher

Art: L. Turner

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: B. Dupont

Elementary Ed: M. Timmons-Flores

Engineering & Design: D. Yip-Hoi

English: L. Rivera

Environ. Sciences: J. Helfield

Environ. Studies: G. Myers, A. Flower

Fairhaven: C. Pierce

Geology: L. Schermer

History: P. Diehl

Liberal Studies: M. Slouber

Mathematics: E. Amiran

MCL: B. Aranda

Music: P. Roulet

Philosophy: D. Whitcomb

Physics: K. Larson

Political Science: V. Hsueh

Psychology: M. Mana

Sociology: R. Helms

Special Ed: A. Perzigian

Theater & Dance: D. McCroom

Wilson Library: R. Joffrion

As the legislative session is into full swing, keep updated on issues that concern faculty by following 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

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 not sure if it's a "union" issue? Contact your Dept Steward, any member of the Exec Board, or contact the UFWW President directly.

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 last page of this newsletter* (and mail it to Sandra Alfes at MS 9097) if you haven't already!



Meet your ...

... UFWW Executive Board

**Rich Brown, President***(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, Vice President***(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 20th century.

**Sandra Alferts, Chief Steward***(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 and acting director of the Ray Wolpov Institute for the Study of the Holocaust, Genocide, and Crimes Against Humanity. Her research focuses on Holocaust Education and on Holocaust Literature, in particular 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.

**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.



Nabil Kamel, Director of Communications

(Associate Professor, Environmental Studies)

Nabil received his Ph.D. from UCLA and teaches urban geography and urban planning with a focus on social justice and uneven urban development. His latest research explores the relationship between urban informality, practices of everyday life, and new social movements. He is a member of several local, national, and international organizations that promote equity, justice, and diversity in higher education.



Yvonne Durham, At-Large Representative

(Professor, Economics)

Yvonne joined the Western faculty in 2000. She is an experimental economist, with interests in applied microeconomics, industrial organization, and economic education. Her current research projects use laboratory methods to explore individual decision-making, as well as market structure and pricing policies. She is also involved in designing economics experiments for the classroom and evaluating their effectiveness. She has received various research and teaching awards and grants, including being named as a Distinguished Teaching Fellow in CBE. In addition to being a member of the UFWW Executive Committee, her recent service activities include serving as a Faculty Senator, as ACC Chair, and in various CBE faculty governance and mentoring capacities.



Joan Hoffman, At-Large Representative

(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 19th-Century Spanish realism and Spanish women writers and has authored *Voces femeninas de España: Una antología* (2015) and numerous articles.



Janice Lapsansky, NTT Representative

(Senior Instructor, Biology)

Over her 30 year career at WWU, Janice has enjoyed serving the university community in an array of teaching and service roles. Her primary teaching interests are in human and organismal physiology; helping students in a variety of majors increase their scientific skills, intellectual self-confidence, and enthusiasm for the biological sciences. As a Clinical Research Coordinator and Firefighter/ EMT with teaching credentials in firefighting and prehospital medicine, Janice brings real-world issues in health and medicine to the classroom, and feels privileged to contribute to research which has advanced emergency response practices across the country. She continues to engage in productive work with the faculty on campus-wide initiatives, program development, and curricular issues, most recently with the Western Coalition for Integrity and the Senate Extended Education Committee. Janice has also been a member of the collective bargaining teams in 2015 and 2018.

**David Leaf, At-Large Representative**

(Professor and Associate Chair, Biology)

David's research interests at WWU have included imaging cytoskeletal dynamics in living cells and evolutionary developmental biology - examining 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 Nature. David has also become interested in how to increase inclusion in STEM and the role of metacognition in development of a student's understanding of the process of science. David has served as member of the 2008 and 2012 bargaining teams. When grading exams and upon other occasions, he would much rather be sea kayaking.

**Karen Stout, At-Large Representative**

(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.



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	
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 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.

