

IN THIS ISSUE

- *Post Janus State of the Union*
- *Historic Higher Ed Legislation*
- *New Social Media Policy at WWU*
- *Your Stewards*
- *Member Benefits*
- *Meet the Exec Board*
- *Membership Form*

Faculty Raise!

All faculty will receive an across-the-board raise of 4% for the 2019-2020 academic year. Additionally, up to \$100,000 will go to the Equity/Compression payments to faculty who qualify.

Save the date

for the annual

UFWW spring party

Friday, June 7, 2019!

**Squalicum Boathouse
Zuanich Park at 5:30 pm**

[Register NOW!](#)

State of the Union (Membership) Post Janus Decision



Rich Brown

First, I want to thank you for your membership. UFWW's ability to improve faculty wages, benefits, and working conditions is due to your membership.

The two drivers of my presidency have been enforcing our CBA and increasing membership, as they were for our three former presidents. This year UFWW interceded on behalf of faculty in numerous tenure and promotion cases to ensure fair and equitable processes, provided representation during EOO investigations, and collaborated with senate to resolve faculty concerns with the office of RSP. I am also pleased to announce our current

membership levels: 77% of Full Professors, 79% of Associate Professors, 87% of Assistant Professors, and 35% of Senior Instructors. Our overall union membership is 70%, which is quite admirable in comparison to other unionized institutions, and our highest membership to date.

Since the Supreme Court's Janus v. ASFCME ruling last June, only one UFWW member dropped their membership. In July, I sent a letter to over 170 of our former representation fee payers, asking them to join UFWW. Thirty-eight of them did. At New Faculty Orientation in September, we added another forty-plus new members.

But, together, we can do better.

As we approach our next bargain in spring of 2020, we need to increase our membership to put us in the best possible bargaining position with the administration. My goal is 75% overall membership. To reach this, we will need the help of all of our members. Your department stewards now possess a list of our membership. Please consult with them to determine which colleagues you might want to chat with regarding the benefits of joining UFWW.

Here are a few potential talking points from my rep-fee payer letter last June: Highlights since UFWW was founded in 2006: **over 44% base salary pay increase**, compression & equity pay increases, **more job security for NTT faculty** by securing multi-year contracts, **protection of historic workload** so class sizes can't be raised by the administration, **protection of professional leave at full pay** (rare in comparison to our sister institutions), **strengthened parental leave policies**, **intellectual property**

Spring 2020 Bargain

Our UFWW bargaining team has already begun meeting this spring quarter in order to prepare for the spring 2020 bargain. **Next fall, all members will be receiving surveys seeking their input on top bargaining priorities.**

Bargaining Chair Matt Roelofs has maintained the entire team from our successful "re-opener bargain" last spring. Thank you Matt and the entire bargaining team!

UFWW membership stronger than ever!

Our current membership is the highest percentage of WWU faculty to date, but we are hoping to increase our numbers for the upcoming spring 2020 bargain. If you need it, a membership form can be found on the last page of this newsletter for you or colleagues looking to join.

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protection, and clarity of tenure and promotion processes, which led the Chronicle of Higher Education to name Western a "Great College to Work For" in both 2015 and 2018, and **dues are approximately 1% of your salary.**

Please join me and the Executive Board in working to build our membership. The more work we do collectively, the more we support our dedicated bargaining team as they prepare for their work next spring.

Finally, we must celebrate all of the good work we have accomplished this year for our students. Please join us for our annual spring party at the Squalicum Boathouse on Friday, June 7th at 5:30pm; this year with a live band at 7:30. This party is intended for members only, but in support of our efforts to increase membership, please invite any non-members you discover on your Steward's list. We will have membership forms at the party ☺.

Please register by: [clicking here](#) or follow the link below

<https://www.eventbrite.com/e/united-faculty-of-western-washingtons-2019-spring-party-tickets-60430094038>

Rich Brown, President UFWW

UFWW President

Department of Theatre & Dance

Save the date for the next annual UFWW spring party: Friday, June 7, 2019!

Squalicum Boathouse at Zuanich Park at 5:30 pm

A Historic Legislation for WA Higher Education

Bill Lyne

This year the Washington State Legislature passed the historic Washington Workforce Education Investment Act. The Act will provide close to a billion dollars in new funding for higher education over the next two years. This is a huge commitment to higher education and the culmination of close to ten years of work by a coalition of higher education advocates. The United Faculty of Washington State was one of the leaders of this coalition.

The centerpiece of the legislation is the Washington College Grant, which replaces the State Need Grant. The new program is now an entitlement, which means that the state is obligated to fund it. Under the new program, students from a family of four with income up to \$50,000 will be able to attend any Washington public postsecondary institution tuition free, and any private Washington institution with significant financial aid. Students from families making up to \$92,000 will also receive

(continued)

Are you a UFWW member?

Are you sure?

Some of our faculty think they are UFWW members because representation fees used to be deducted from their paychecks. Post-Janus, that is no longer the case. 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 Lysa Rivera MS 9055.

Wade King Reduced Hours/Fees Now Permanent!

UFWW has negotiated with the administration to make this pilot project permanent. Starting fall of 2019, faculty can pay quarterly, for the full academic-year, or full calendar year by cash or payroll deduction. Gone are the days of needing to reapply and repay quarter by quarter. Thanks to President Randhawa for supporting faculty health.

prorated awards. Around 110,000 new students will be served by a state financial aid program that is now the best and most generous in the country.

The Workforce Education Investment Act also funds advising programs, teacher training, STEM enrollments, apprenticeship programs, and much-needed faculty and staff compensation.

The Workforce Education Investment Act will be funded with a slightly increased tax on businesses that most need higher education (doctors, lawyers, architects, etc.) and a slightly higher tax on big tech companies, mostly Amazon and Microsoft. Both companies supported the tax, recognizing their need to help pay for educated citizens and employees. Microsoft president Brad Smith led the way during the legislative session with an op-ed in the Seattle Times calling for the tax.

The Act establishes the Workforce Education Investment Fund, which will continue to be dedicated to higher education in the future. It also establishes an advisory board to advise the legislature on how to spend new higher education money in the future. The United Faculty of Washington State will have a permanent member on that advisory board.

The success in this legislative session is the culmination of many years of hard work by the College Promise Coalition. Both UFWS and WWU were founding members of the Coalition. The final results also reflect the ability of labor and business to work together for the benefit of our students and our state at a time when higher education is often demonized and defunded in other states.

Many thanks to all the members of UFWW and especially everyone who has served in UFWW leadership. This historic investment would never have been possible without the union's organized and focused hard work.

Bill Lyne
English Professor, WWU
United Faculty of Washington State, President



How a New Policy on Social Media May Affect You

Josh Cerretti

Responding to changes in technology and state law, the University has adopted a new policy on "Using Social Media at Western" (POL-U6500.02), of which we should all be aware. There are two major parts to this policy: managing WWU-related social media and our responsibilities for personal use of social media. This means that if you have a Facebook, Twitter, LinkedIn, YouTube, or any other kind of account with any website or app (and you probably do), this policy affects you!

Before we get to how this policy relates to any post or comment you might make online, let us address official social media accounts for departments, programs, and the like. The administration wants every unit on campus to consider promoting itself through social media, but now you'll need to fill out an e-form and complete a

NTT Unemployment Guidelines

WEA and UFWW have created helpful guidelines for NTT faculty who may be eligible for unemployment benefits during summers or other quarters when their FTE drops. Just go to UFWW.org and click "[NTT Unemployment Benefits Eligibility](#)" to learn more.

UFWW Exec Board 2019-2021

President: Rich Brown*
 Vice President: Ricardo Lopez*
 Chief Steward: Lysa Rivera*
 Communication Dir.: Nabil Kamel*
 Treasurer: Mark Springer
 At-Large: Josh Cerretti
 At-Large: Blanca Aranda*
 At-Large: Theresa Warburton*
 At-Large (NTT): Kristen Drickey*

*Congratulations to our newly elected and re-elected Executive Board Members to serve 2019-2021.

15-minute Canvas training managed by University Communications and Marketing to do so. Official accounts can use the Western logo and brand as well as access University funds for social media advertising. Details about this are covered in Sections 3 through 6 of the policy.

While supervisors are responsible for adhering to those parts of the policy, Section 7 applies to all faculty, staff, and students, so it is worth reviewing. The general rule here is to not post anything on social media that violates university policy, even a private page or feed on which you don't think any other people affiliated with WWU are present. Some examples of posts that violate the policy include harassing or bullying on the basis of legally protected characteristics, sexual harassment, disclosing student information, or disclosing health information about a fellow employee. Going forward, the University will treat violations of policy in digital media similarly to how it would treat those violations in any other applicable setting.

It is important to note that Section 2 of the policy reiterates everyone's freedom of expression and the academic freedom of faculty members. That being said, we need to be careful with how we express ourselves on social media to ensure we do not run afoul of this policy. These rules are evolving just as the ways we interact online are evolving, too. What is most important is that you stay informed as to your rights and responsibilities as a faculty member and that you contact your steward or other UFWW representative if you have concerns.

Josh Cerretti

*Assistant Professor in the History Department, WWU
 UFWW Executive Board at Large*

Department Stewards

Chief Steward: Lysa Rivera

*Anthropology: J. Pine
 Biology: D. Leaf, C. Moyer
 Comm. Studies: J. Wang
 Decision Sciences: M. Springer
 Economics: B. Dupont
 Engineering & Design: D. Yip-Hoi
 Environ. Sciences: R. Bunn
 Fairhaven: C. Pierce
 History: P. Diehl
 Mathematics: E. Amiran
 Philosophy: D. Whitcomb
 Psychology: M. Mana
 Special Ed: C. Lambert
 Wilson Library: B. Joffrion*

*Art: G. Amundson
 Chemistry: J. Gilbertson
 Computer Science: M. Meehan
 Design: C. de Almeida
 Elementary Ed: M. Timmons-Flores
 English: K. Kahakauwila
 Environ. Studies: G. Myers, N. Hayes
 Geology: L. Schermer
 Liberal Studies: M. Slouber
 MCL: B. Aranda
 Political Science: V. Hsueh
 Sociology: R. Helms
 Theater & Dance: D. McCroom*

Learn about UFWW, the CBA, our affiliates, how to contact the Exec Board, sign up for mailing lists, & more at:

www.ufww.org

The Many Benefits of Union Membership

Union membership has many benefits, but did you know it could 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 is a variety of benefits to officially being a union member!

Many UFWW members have found savings because of their UFWW membership! For example, Vice-President 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 Lysa Rivera at MS 9055) if you haven't already!



Having a work related problem?

Regarding benefits, wages, or working conditions? Not sure if it is a "union" issue? Contact your Department Steward, any member of the Exec Board, or contact the UFWW President directly.

Meet your 2018-2019 ...

... 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.

**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 has published in the *Journal of Operations Management*, the *European Journal of Operational Research*, and other outlets. He has 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 contemporary urban social movements. He is a member of local, national, and international organizations that promote equity, justice, and diversity in higher education.

**Lysa Rivera, Chief Steward, At-Large Representative**

(Associate Professor & Associate Chair, MCL)

Lysa Rivera joined the English department in 2007. She teaches Chicanx and African-American literature and her research interests center on speculative fiction by writers of color. Her work has appeared in *MELUS: Journal for the Study of Multiethnic Literature*, *Aztlán: Journal of Chicano Studies*, and *Canadian Review of American Studies*, and *Science Fiction Studies*. She is the recipient of Science Fiction Studies's Pioneer Award, which recognizes outstanding critical scholarship in the field. Dr. Rivera currently serves on the editorial board for *Femspec*, an interdisciplinary and peer-reviewed journal devoted to the study of speculative fiction within feminist contexts.

**Josh Cerretti, At-Large Representative**

(Assistant Professor, History)

Josh Cerretti came to Western as an NTT instructor in 2014 and is currently an Assistant Professor in the History Department and Women, Gender, and Sexuality Studies Program. He teaches courses on sexuality, race, and gender in modern US history as well as Feminist and Queer Theory and Peace and Conflict Studies. His monograph *Abuses of the Erotic: Militarizing Sexuality in the Post-Cold War United States* will be published by University of Nebraska Press in July 2019 and his work has also appeared in *Radical History Review*, *Gender and History*, and *Peace and Conflict Monitor*. He serves at UFWW's delegate to the Northwest Washington Central Labor Council as well as on the bargaining team.

**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.

**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.

**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 Lysa Rivera, MS-9055.

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