

Digest of CBA Extension for 2020/21

During the past couple of months, the public health crisis related to the global pandemic of the novel coronavirus and the disease it causes (COVID-19) have had a dramatic impact on the operations of Western Washington University. In late February and early March, Governor Jay Inslee issued a series of declarations that have resulted in a move to remote learning, the cancellation of many University events and programs, and some uncertainty regarding the University's budget.

The current collective bargaining agreement will expire on September 15, 2020. Prior to the onset of the pandemic, the UFWW Bargaining Team and the WWU Administration were in final preparations to begin bargaining a full successor agreement. The current situation, however, makes this impractical and budget uncertainty makes both short and long-term planning difficult.

Given these extraordinary circumstances, the UFWW Bargaining Team is pleased to announce that we have reached a tentative agreement with WWU to extend the current collective bargaining agreement (CBA) for one year. The UFWW Bargaining Team, UFWW Executive Committee, and UFWW Stewards' Council have reviewed the tentative agreement and all unanimously recommend a 'YES' vote on this tentative agreement by the UFWW membership.

Summary of UFWW/ WWU CBA Extension

The tentative agreement on a CBA extension:

1. extends the current CBA for one year (until Sept. 15, 2021); and
2. requires bargaining in Fall 2020 over potential compensation increases.

CBA Extension

The tentative agreement extends all sections of the current CBA with no changes (with the exception of Section 22 – Compensation) until September 15, 2021. This means that all conditions, terms, and protections of the current agreement will continue for an additional year. The plan is that a full successor agreement will be bargained in Spring 2021.

With regards to Section 22 (Compensation), the tentative agreement guarantees some increases to compensation described in that section and provides a mechanism whereby the UFWW and WWU will meet in October 2020 to consider possible compensation increases for the 2020/21 academic year. The goal of this part of the agreement is to make sure that increases that have been earned and scheduled will continue uninterrupted and to give both parties time for the financial impacts of the pandemic on university finances to come into clearer focus.

Section 22 is made up of 15 subsections. The only subsections specifically mentioned in the tentative agreement are 22.3, 22.4, and 22.5.3. **All of the salary increases detailed in these sections will proceed as planned in Fall 2020.**

- 22.3 This section reads: “All faculty who have exceeded department standards in at least one category of teaching, research, or service and who have met department standards in the remaining categories in a post-tenure review shall receive a 3% increase to their basic salary effective the following September.” The tentative agreement ensures that these salary increases will happen as planned.
- 22.4 This section provides salary increases for (in 22.4.1) tenured faculty who received a promotion during the current academic year and (in 22.4.2) for non-tenure track faculty who will advance to senior instructor when the new academic year begins. In both cases these faculty “shall have their base salary increased by 10% effective September 16 following the” promotion / advancement. The tentative agreement ensures that these salary increases will happen as planned.
- 22.5.3 This section begins: “Department Chairs receive a temporary 0.75% base salary increase on September 8th of each year they serve as Department Chair.” The tentative agreement ensures that these salary increases will happen as planned.
- Finally, both parties agree that any other compensation amounts that are indexed to across the board changes increases will be implemented once the amount of the increase is determined.

Further bargaining in Fall 2020 on potential compensation increases

With regards to base salary changes there are three important points to note in the agreement:

- First, compensation rates will stay at 2019/20 levels unless increased during the bargaining in October. That is, **there will be no cuts to faculty salaries** (see Paragraph 2).
- Second, **compensation increases are limited to a maximum of 3% and may be made retroactive from the time of bargaining in October back to the start of the academic year** (see Paragraph 5). The Washington State Legislature allocated 3% for salary increases for all state employees (including faculty) for the 2021 Fiscal Year, but those increases are still subject to the collective bargaining process.
- Third, **both parties agree to meet in October to bargain the amount of the increase** (between 0-3%) and will review the University’s entire financial condition (state appropriations, tuition revenue, any COVID-19 related relief funds, etc.) to inform this discussion.

The guiding principle in negotiating this agreement is UFWW’s continued commitment to serving and representing all faculty with regards to wages, benefits, and working conditions. UFWW is committed to protecting and rewarding faculty work, including competitive compensation that supports faculty as they work to further the mission and purpose of the University, particularly in difficult times. There is no question that faculty have been asked to do an enormous amount of work in transitioning to remote learning

to continue to serve our students and keep the University functioning in difficult circumstances.

In summary, the tentative agreement extends the current CBA for one year and guarantees that faculty compensation for the 2020/21 academic year will not decrease and may increase up to 3%. The UFWW Bargaining Team, UFWW Executive Committee, and UFWW Stewards' Council all unanimously recommend that the UFWW membership ratify this tentative agreement with a 'YES' vote.