

Memorandum of Understanding

The purpose of this Memorandum of Understanding between the United Faculty of Western Washington (the “Union”), and Western Washington University (the “University”) is to memorialize the agreements reached during negotiations conducted pursuant to a reopener provision in the parties’ collective bargaining agreement, covering the period from September 16, 2023 through September 15, 2027 (the “Agreement”).

Recitals

Section 27.2 of the Agreement includes a reopener provision that permits each party to open bargaining over wages and up to two (2) additional articles by providing notice to the other party on or before June 30, 2025. The parties have met for reopener negotiations and have elected to make midterm changes to only the Compensation section of the Agreement. The parties have entered into this Memorandum to memorialize their agreements.

Agreement

Now, therefore, the parties agree as follows:

1. Effective September 16, 2025 (September 8, 2025, for chairs):
 - a. The salaries of all faculty, with the exception of faculty newly hired for the 2025/26 academic year, will be increased by 0.5% less than the amount allocated to the University by the Washington State Legislature and approved by the Governor for general wage increases during fiscal year 2026. For example, if the Legislature and the Governor approve a three percent (3.0%) wage increase, salaries will be increased by two and one-half percent (2.5%). The one-half percent (0.5%) subtracted from the state-funded general wage increases will be used to help fund compression and equity salary increases as described in Paragraph 1.b below.
 - i. New faculty hired for academic year 2025/26 do not automatically receive the salary increase in Paragraph 1 above. The UFWW President and the Provost will review the salaries of these faculty and take action to address any salary inequity by December 15, 2025.
 - ii. For the academic year 2025/26, stipends paid to Department Chairs (pursuant to Section 22.6.1 of the Agreement) and Academic Program directors (pursuant to Section 22.7 of the Agreement), and the Compensation for Credit-Bearing Activity (described in Section 22.16.2 of the Agreement), will be increased by the same percentage as the faculty salary increase described in Paragraph 1.a.
 - b. An amount equal to one-half percent (0.50%) of the actual salaries paid to faculty members in the bargaining unit in 2024/25 shall be distributed as of September 16, 2025, as salary increases to selected faculty effective at the beginning of the academic salary schedule. The process of dividing and

distributing this amount will follow that outlined in Sections 22.2.2 through 22.2.5 of the Agreement and Appendix D.

2. Effective September 16, 2026 (September 8, 2026, for chairs), the salaries of all faculty, with the exception of faculty newly hired for the 2026/27 academic year, will be increased by the amount allocated to the University by the Washington State Legislature and approved by the Governor for general wage increases during fiscal year 2027. For example, if the Legislature and the Governor approve a two percent (2.0%) wage increase, salaries will be increased by two percent (2.0%).
 - a. New faculty hired for academic year 2026/27 do not automatically receive the salary increase in Paragraph 2 above. The UFWW President and the Provost will review the salaries of these faculty and take action to address any salary inequity by December 15, 2026.
 - b. For the academic year 2026/27, stipends paid to Department Chairs (pursuant to Section 22.6.1 of the Agreement) and Academic Program directors (pursuant to Section 22.7 of the Agreement), and the Compensation for Credit-Bearing Activity (described in Section 22.16.2 of the Agreement), will be increased by the same percentage as the faculty salary increase described in Paragraph 2.
3. Except as described in this Memorandum, the terms and conditions of the Agreement will remain unchanged and in full effect through September 15, 2027.
4. This Memorandum will take effect upon ratification by both parties and will expire on September 15, 2027.

Signed and Dated this 21st day of May, 2025.

Western Washington University

United Faculty of Western Washington

Sabah Randhawa
By SABAH RANDHAWA
Title President

[Signature]
By VICKI HUEB
Title President

[Signature]
Brad Johnson
Provost; EVP

[Signature]
Matthew Roelofs
Beginning Chair