

UFE Bargaining Team calls *Time Out*

The UFE bargaining team began negotiations on a contract reopener (limited to wages and two non-economic items per side) this summer. By September, we saw so little progress that we decided it was time to put the process on hold and check in with the faculty.

Background:

During negotiations for the full contract back in 2005, both sides agreed to determine where Eastern salaries stood in relation to our peer institutions. We found that our salaries were next to the bottom of the 15 peer institutions. Even after we won a decent wage increase, we are still 14th, plus we have the lowest salaries among the regional campuses in Washington.

The Current Situation:

- What we put on the table for the reopener: Besides a reasonable wage increase, we sought language that would provide a contract remedy for discrimination and harassment, and improved job security for Special Faculty.
- What the University put on the table: A wage proposal insufficient to narrow the gap between peer institutions and the other regional campuses; plus language that would limit admin time for chairs of small departments and limit the ability of chairs to oversee their departments.
- Our inability to reach agreement is due to the University's unwillingness to fund faculty salaries, to protect the rights of chairs, and to expand the job security of Special Faculty.

The University has the means to fund faculty salaries, it's just not their priority:

- The University wants to start something big. It looks like their big thing is growing the administration and funding that growth versus faculty salaries. "Something big" is the number of high paying administrative jobs that have been created this year at the expense of our wage increase.
- The University has the ability to pay: There is in excess of \$10 million in a reserve fund plus another \$8 million out there. The interest alone from these funds could fund a fair raise.
- Student enrollment should not determine whether faculty get a fair wage increase; the administration told us that since enrollment is down, they can't increase salaries in a meaningful way. The legislature rejected linking faculty salary to enrollment figures.

Learn details, show support for your bargaining team, and send the administration a message.

Come to an all faculty meeting, 12:00-12:30 pm, Thursday, December 6, 137 Kingston.

