



SPECIAL EDITION
OCTOBER 27, 2008

Coordinating Committee:

Chair: Laurie Meeker
Vice-Chair: Jose Gomez
Treasurer: Rebecca Sunderman
Communications: Ruth Hayes
Steward Coordinator: Sarah Ryan
At-Large Representatives:
Gillies Malnarich
Tony Zaragoza

Stewards:

Peter Bacho
Stephen Beck
Peter Bohmer
Peter Dorman
Kathleen Eamon
Anne Fischel
Vauhn Foster-Grahler
Judith Gabriele
Marianne Hoepfli
Allen Standing Bear Jenkins
Ernestine Kimbro
Stephanie Kozick
Emily Lardner
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Chuck Pailthorp
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Liza Rognas
Sarah Ryan
Zahid Shariff
Rebecca Sunderman
Joe Tougas
Sonja Weidenhaupt
Elizabeth Williamson
Bob Woods
Tony Zaragoza
Julia Zay
EJ Zita

Bargaining Team:

Chair: Chuck Pailthorp
Gery Gerst
Jose Gomez
Jeanne Hahn
Allen Standing Bear Jenkins
Laurie Meeker
Zahid Shariff
Rebecca Sunderman
Brian Walter
Gary McNeil*
Edward Taub*
[*United Faculty of Washington State
(WEA/AFT)]

A Message from the UFE Chair

Final negotiations concluded between the UFE Bargaining Team and the TESC Administration at 5:00 a.m. on Tuesday October 21, 2008. We have our first Tentative Agreement on a comprehensive contract! This exciting development is the result of 8 months of negotiations and a final push of 42 hours in three days that left all participants exhausted but exhilarated. As a member of the Bargaining Team I can safely say that we are proud of the achievement this contract represents. It is the result of a widely consultative and deliberative process, based on the traditions of the Faculty Handbook and our best thinking on what

we need now in terms of our faculty relationships (equity issues), compensation (progress toward what we are worth), and working conditions. The next step is ratification by the UFE membership (polling Oct.27-Nov.1) and the TESC Board of Trustees at their Nov. 12 meeting. It is important to note that each party has a yes or no vote on the entire Tentative Agreement. The UFE Bargaining Team has recommended that we ratify this TA, and now is the time for all members to come together in solidarity to vote YES!

– *Best Wishes, Laurie Meeker, UFE Chair*

UFE-TESC Tentative Agreement Summary Document - October 24, 2008

The UFE Bargaining Team presents the following guide to key elements in the tentative agreement we reached three days ago. We have organized the elements according to our three bargaining themes: Traditions, Equity and What We Are Worth. We have added a fourth section to cover faculty union issues such as union rights, union recognition and grievance procedures. Please take time to read the entire tentative agreement <http://www.ufws.org/evergreen/index.html> We strongly encourage you to support ratification of this comprehensive tentative agreement.

TRADITIONS

Protect Shared Governance, including faculty role in hiring - Article 2
Academic Freedom - Article 3
Nondiscrimination and Affirmative Action - Article 4
Protect Faculty Teaching Load - Article 7
Protect Reappointment and Conversion - Article 9
Clarify and Strengthen Faculty Responsibilities - Article 6
Keep Furlough in Reduction in Force Policy - Article 21
Keep Current Grid Structure - Article 10
Good Standing - Article 13
Faculty Development and Travel - Article 15
Professional Leave - Article 14

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General Membership Meeting Oct. 27th

The General Membership Meeting has been scheduled for Monday Oct. 27 from 4-6pm in SEM2 E 1105. Notice went out via email last week in compliance with a 72 hour notice provision in the UFE bylaws (Article XI, sec. 3). We will hear a report

and recommendation from the Bargaining Team on ratification of the Tentative Agreement with Q & A to follow. NOTE: Stewards meet from 3-4 in same location SEM2 E1105, same day. See you there!

Join the UFE! You can still join at the polling places before voting on ratification of the TA! OR Contact Sarah Ryan: s.f.ryan@comcast.net

JOIN UFE NOW!!

There is still time to sign up before voting on the contract. See your steward or sign up at the polls!

Bargaining Team Summary Document (cont'd)

About United Faculty of Evergreen

The purpose of the United Faculty of Evergreen is to represent all eligible faculty members in bargaining, grievances, and in all matters relating to terms and conditions of employment with The Evergreen State College, to protect and enhance Evergreen's unique traditions that have earned it prominence among the nation's public colleges and liberal arts colleges, to encourage mutual understanding and cooperation among union members, to engage in legislative, political, civic, welfare and other actions which further the interests of the membership, public education and the labor movement; and to bring about a world where justice and equality are a reality, not just empty words.

The UFE is affiliated with:

United Faculty of Washington State

The Washington Education Association

The National Education Association
AFT Washington

The American Federation of Teachers

The American Federation of Labor/
Congress of Industrial Organizations
and

The Washington State Labor Council.

[http://www.ufws.org/
evergreen/index.html](http://www.ufws.org/evergreen/index.html)

EQUITY

-Substantial Implementation of LTVAFAP DTF Proposal:

- Multi-Year Contracts for Adjuncts and Visitors - Article 9
- One-time Hiring Process for current Long-Time Temporary Faculty - Appendix D

90 % Compensation for Temporary Faculty - Article 10

-Adjustment for current Visitors to 100 % compensation - Article 10

-Expansion of Medical Leave- 2 weeks paid leave for Temporary Faculty - Article 12

WHAT WE ARE WORTH: COMPENSATION

- a 10.5 percent (average) increase to the base for all faculty, starting with pay period after ratification - Article 10

-An additional 2 percent over the next two years, plus any new state money - Article 10

Maintenance of egalitarian step increases - Article 10

- a 4.5% one time payment for all faculty in the bargaining unit during 2008-09 - Article 10

Improved workplace safety and health measures - Article 16

WHAT WE ARE WORTH: BENEFITS

-Protection of Medical Leave – 180 days full pay and benefits - Article 12

-Expansion of Medical Leave – 2 weeks paid leave for temporary faculty - Article 12

-Expansion of Parental Leave – 6 weeks paid leave for all parents, including mothers, fathers, adoptive parents, etc. - Article 12

-Retirement and Insurance - Article 11

FACULTY UNION ISSUES

-Three Year Contract - Article 27

-Union Recognition - Article 1

-Union Rights - Article 24

-Grievance Procedures, including third-party arbitration - Article 22

-UFE/Management Committee - Article 23

-Discipline and Charge that requires just cause, protects due process rights - Article 20



Ed Taub, Chuck Pailthorp, José Gómez work on contract provisions during negotiations



Gary McNeil, Laurie Meeker, José Gómez after negotiations concluded at 5:00 am.

ALL FACULTY FORUMS & POLLING TIMES/PLACES

There will be three open forums for all faculty to discuss the agreement and ask questions of bargaining team members:

- Tuesday, October 28, 3:30 to 5 p.m. in Tacoma
- Wednesday, October 29, 3-4:45 p.m. in Sem II D1105
- Thursday, October 30, 5-6 p.m. in Seminar II D1105

Polling places, dates, and times:

- Monday, October 27, 4-6 p.m. in Seminar II E 1105 (in conjunction with the union membership meeting)
- Tuesday, October 28, from 12 noon to 1 p.m. in the CAB (a table by the bookstore)
- Tuesday, October 28, in Tacoma, from 3:30 to 5 p.m. in conjunction with a **faculty forum** on the agreement.
- Wednesday, October 29, from 12-1 in the lounge outside Seminar II A1105, before the faculty meeting in A1105
- Wednesday, October 29, from 3-4:45 in Seminar II D 1105, in conjunction with a faculty forum.
- Wednesday, October 29, from 5-6 p.m. in the Seminar II Café.

- Thursday, 12 noon to 1 in the Evergreen Library, at the reference desk.
- Thursday, 5-6 p.m. in Seminar II D 1105, in conjunction with a faculty forum.
- Friday, October 31, 12 noon to 1 in the CAB by the bookstore.
- Saturday, November 1, from 12 noon to 1 in the Seminar II Café

PLEASE NOTE: You must be a union member to vote. Members of the faculty may join the union by signing up at the ballot locations. Ballots will be counted at 12:15 p.m. Monday, November 3. The committee will announce the results by 5 p.m. the same day. For information about absentee ballots see the UFWS website and follow the link on Ratification Procedures at... <http://www.ufws.org/evergreen/index.html>

If you have questions, please contact one of the ratification committee members: Sarah Ryan, Steward Coordinator and committee chair, and Krishna Chowdary, Liza Rognas, Joe Tougas, and Brian Walter.



