

THE WESTERN UNION

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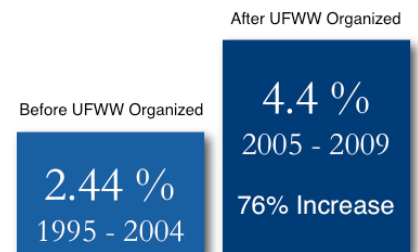
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www.ufvw.org

What has UFWW done for WWU?

Because faculty work contributes directly to the strategic mission of the university, it is clear that UFWW's core responsibility is to support public four-year higher education at Western and in our state. We do this by improving and supporting faculty working conditions in numerous ways.

- For a long time, the University administration maintained that its number one strategic priority was to improve faculty compensation with respect to our peers. As you can see in the chart, this commitment became a reality only after UFWW began organizing on our campus. We all know that more competitive salaries allow us to recruit and retain the highest quality faculty.
- UFWW work at the bargaining table helped to protect class sizes and faculty workload. In tough times workload is one of the first areas where we usually feel the heat, and an increase in workload has the greatest potential to undermine the education that our students receive. We will be talking more about workload in the next issue of the newsletter as well.



Average Annual Raises

- UFWW work at the bargaining table ensured support for faculty travel and professional development at a time when the legislature has been imposing a travel ban on state employees.
- Our strong collaborative relationship with the current University administration resulted in our most recent contract agreements that reward successful and long-serving faculty members, at both the tenured and non-tenure track levels. These are the faculty who have demonstrated historic commitments to our students and to the institution.
- Through our affiliates UFWW has mobilized support for four-year higher education in Washington. Our representatives have campaigned in Olympia and across the state, and they have stood alongside President Shepard to highlight WWU's value to the state, its citizens, and its economy. Please see *Advocating for Higher Education at the State Level* on the next page for one example.

Western Washington University routinely fulfills its mission with distinction. The faculty are at the center of that effort, in the classroom, in their research and scholarship, and in the local community. UFWW is always working to ensure that faculty continue to receive the resources and support that they need.

What do we get for our UFWW dues?

This question arose at a recent meeting of the Faculty Senate, and it is closely related to the points raised above. Our dues pay for many of the benefits that the campus has received as a result of our advocacy for the faculty bargaining unit.

- Our dues pay for technical and professional support for UFWW's activities on campus. We have access to professional staff assistance for contract negotiation and implementation. We have access to legal counsel on all issues relating to wages, benefits, and working conditions.
- Our dues pay for UFWW and four-year higher education to have a statewide presence. This means that lobbyists representing over 100,000 Washington voters make sure that our items are on the agenda and that no doors are closed to us.
- Our local dues are quite low, and this is in part because most of our activities are paid for by our larger statewide affiliates, UFWS, WEA, and AFT-WA.

Significantly, all of the faculty have benefited tremendously from their dues paying colleagues. And, if we regard the past as prelude, then these benefits will continue to grow. We will be able to build an even stronger faculty advocacy network if we increase the membership to equal the number of faculty who have already profited from the loud voice and strong leadership of UFWW.

For more information on how you can participate in the UFWW efforts in Olympia, please visit our website at www.ufvw.org/outreach.html.

Visit the UFWSBLOG

www.ufwsblog.org

*Putting the Faculty Voice
Back in Higher Education in
Washington*

**Did you know that WA
Public Baccalaureates
budgets have been cut
by 7.3% since 2001?**

Learn about this and
more concerning the state
of Higher Ed by reading
Bill Lyne's Blog.

Your Union by the Numbers

**2nd Successfully
Negotiated Collective
Bargaining Agreement;**

**7% Raises for Senior
Instructors**

**3% Raises for Successful
Post Tenure Reviews**

**~ 18 Months till next
contract negotiations**

**259 Current UFWW
Members**

**?? Members Required to
best negotiate the next
agreement**



The *Western Union* is a quarterly publication designed to foster communication between members of the UFWW.

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Advocating for Higher Education at the State Level

When we first organized the United Faculty of Western Washington, one of our promises was that we would stand shoulder to shoulder with the administration to advocate for Western in Olympia. We are delivering on that promise and not a moment too soon.

On December 3, the United Faculty of Washington State presidents from Western, Eastern, Central, and Evergreen will join the four university presidents and the four student body presidents in Olympia to meet with a group of key legislators and representatives from the Governor's office. This unprecedented gathering of presidents will forcefully make the case for increased funding for Washington's regional comprehensive universities. Faculty, administrators, and students are groups who ultimately all have the same interests. Legislators have grown accustomed to hearing from each group separately. One of our primary goals on December 3 will be to show that there is no daylight between university stakeholders and that we cannot be pitted against each other.

Last spring, the Washington State Legislature used Western and Washington's other state

universities as its rainy day fund before they used the actual rainy day fund. The budget cuts to Washington's state universities were among the highest in the nation. State appropriations to Western were cut by 44 million dollars. A big part of the reason why legislators were able to cut our universities like this is that we have traditionally had very little political power in the state. Polls show that while Washington's citizens tend to think very highly of our state universities, they also tend not to understand how underfunded we are. The main goal of the United Faculty of Washington State in this climate is to turn this around and make appropriate funding for state universities a voting issue in Washington.

Unionization has given us two big advantages in this effort that we did not have before. First, our affiliation with the statewide Washington Education Association and the American Federation of Teachers—Washington gives us statewide strength well beyond our local memberships. Together, these affiliates have close to 90,000 members and Political Action Committees that donate hundreds of thousands of dollars to political campaigns. Our ability to gain access to key legislators and

the governor's office has increased tremendously due to these affiliations.

The second advantage that UFWW gives us our ability to engage in unfettered advocacy activity. Western and the other state universities are severely hamstrung in their ability to advocate for greater funding, as such advocacy is not permitted using state resources. All of the political activities of the UFWW and our statewide affiliates are conducted without the use of state resources, and thus we are able to be much more effective as advocates for Western as union members than we are as state employees. You can help in this effort by joining our mailing list at www.ufvw.org/mail (be sure to use your home email address, not your university email address).

At the end of the day, what people in Olympia do is count. They count everything—money, votes, letters, phone calls, and membership. The United Faculty of Western Washington has provided tremendous service to the faculty on campus, and we are providing more and more benefits for the university and our students off campus. But we are ultimately only as strong as our membership.

Join us now at...

www.ufvw.org/join.html

Thanks!

Once again, we extend our thanks to the hardworking faculty on the UFWW bargaining team. The UFWW bargaining team and their counterparts from the university administration worked through the summer to reach the tentative agreement that we ratified earlier this quarter. In a time of

tremendous budgetary uncertainty the faculty below gave up their time and their energy to improve our contract and our working conditions. The additions to our contract guarantee more funds for faculty and reinforce the role that faculty play on campus. The two teams worked together to shore

up the instructional budget and to ensure that funding faculty stays at the core of the University's commitment to academic excellence.

If you run into one of the following colleagues, remember to thank them for their work.

Susan Costanzo, History, Chair, Edoh Amiran, Math, David Bover, Computer Science, Larry Estrada, Fairhaven, Vicki Hamblin, Modern and Classical Languages, David Leaf, Biology, Kevin Leonard, History, Bill Lyne, English, Gene Myers, Environmental Studies, Marsha Riddle-Buly, Elementary Education, Matt Roelofs, Economics, Mark Springer, Decision Sciences, Katie Stables, Math

Don't forget to call us!

Many faculty are still unsure of the role that UFWW plays on campus and are often unaware of the various ways in which we can help faculty who are facing difficult situations. If in doubt, contact the union. You can contact us through your steward or through any member of the Executive Board. We can't fix what we don't hear about! You can always contact the UFWW President with questions and concerns: steven.garfinkle@wwu.edu or garfinkle@comcast.net.