

UPTF Tentative Agreement Highlights

Duration

- A four-year contract.

Job Security

Part-time faculty will be grouped into 3 different tiers. The intent is to provide increasing job security as one's length of employment at WSU increases.

- As currently, employment is by pools: for example, a person is qualified to teach English Composition 1000, and applies to the English department. If accepted, the person goes into the pool with the other part-time faculty qualified in that pool. In the past, actual assignments were based on a variety of factors, including qualifications compared to the qualifications of others in the pool, availability at specific times and so forth. That is still the case. However...
- At the lowest tier, part-time faculty (PTF1) will have semester-long appointments with no presumption of future employment. After 6 semesters of employment and a successful review, promotion to the second level will follow.
- At the second tier (PTF2), part-time faculty will typically have 1 year appointments at the same level of employment as in the previous year: if one normally teaches 2 classes in the fall and 1 class in the winter, that is how the 1 year appointment will be structured. A part-time faculty person who has lost a class because it has been reassigned to a full-time person or GTA, or because of course cancellation for low enrollment, will be reassigned a class in the same pool that is taught by a PTF1 (if there is such a class taught by a PTF1) and the PTF2 is available at those times and days. There is no reassignment between two PTF2s. After an additional 6 semesters (minimum of 6 years altogether) and a successful evaluation, promotion is to PTF3.
- The same rules about reassignment apply: a PTF3 can replace a PTF2 or a PTF1, but no replacing of one PTF3 by another. Appointments for PTF3s will be for 2 years, with the same caveats about level of workload in the previous year as for PTF2 faculty.
- The contract also specifies that as long as PTF2 and PTF3 faculty are available to perform the duties that they have previously regularly performed they will be reappointed at that same level of employment as in the previous academic years, except where there is a reduction of available work or instances of poor performance.
- If there is a reduction of work within a pool (e.g., fewer classes offered), PTF1 faculty will have their workloads reduced or eliminated before PTF2 employees, PTF3 employees, likewise, only after PTF2 employees have had their workloads reduced or eliminated.
- If new work becomes available, including new work after a previous reduction in work, a PTF3 will receive first consideration before a PTF2, a PTF2 before anyone else. The intent is that new part-time faculty will be employed only if no current part-time faculty are qualified to do the work. If a person's employment had previously been eliminated,

s/he will remain in the pool, and thereby eligible for re-employment without loss of status, for 3 years.

Late Course Cancellation Pay

- PTF3s will receive 15% of the salary they would have earned if a course is cancelled within 2 weeks of the beginning of the semester and a replacement course is not available.
- PTF2s will receive 15% of the salary they would have earned if a course is cancelled within 1 week of the beginning of the semester and a replacement course is not available.
- All part-time faculty will receive 25% of the salary they would have earned if a course is cancelled after the first day of class and a replacement course is not available.

Salary

- The minimum salary of a PTF1 will be \$700 per credit hour.
- The minimum salary for a PTF2 will be \$850 per credit hour.
- The minimum salary for a PTF3 will be \$1,000 per credit hour.
- Currently there are at least 15 salary levels, most of these will stay in existence. This is so no one gets hurt by any salary compression.

Raises

- All part-time faculty teaching courses will receive a raise of 2% in the first year **AND** a \$75 per credit hour increase in salary.
- Those at the very bottom of the salary range, which is currently \$582 per credit hour, will get more than \$75: the minimum salary will be raised from \$582 to \$700 per credit hour.
- Raises in the 2nd, 3rd and 4th years of the contract will be 2.5% annually.

Other Employees in the Bargaining Unit

- The union and the administration are still working to sort out the salary questions associated with those part-time employees who do not teach in a traditional classroom setting. Graduate students hired to grade for a class would fall into this category. Other part-time employees are paid a fractional salary pro-rated to credit hours and then calculated as hourly pay; still others simply receive an hourly rate. As of today (5-9-08) we do not know exactly how the salaries of some part-time employees are calculated: in some instances it appears that the departments have set the salaries based on guidelines suggested by the professional organizations to which these part-time employees belong.
- All that we can say certainly at this time is that everyone in the unit will receive the percentage raises (2% in the first year, 2.5% in the second year and so forth). If a salary is calculated as a fraction of a credit hour rate, then the salary presumably will also be raised by some fraction of the \$75 a credit hour.

- This is a first contract. Our bargaining unit contains a large percentage of WSU employees that have not belonged to a union previously. Almost certainly there will be individual cases that come up only when they are brought to our attention.

Grandparenting

- For purposes of job security, everyone will start as a PTF1 in the fall.
- If a person has enough time at WSU for promotion to PTF2, then the unit will evaluate that person in the first semester and, presuming the evaluation is successful, the person will be promoted in the second semester (normally this would be winter of 2009).
- If the new PTF2 had enough time to be promoted to PTF3, the same procedure applies in the second semester of teaching.
- So one who qualifies and passes evaluation would be a PTF3 next May.
- If the unit doesn't evaluate the part-time faculty person, then promotion to the next level will be automatic.
- People who fail the evaluation have a 3 year remedial period, and if they fail again, they are not renewed.
- What this means is that people currently earning \$582 a credit hour will be earning \$700 per credit hour in September and, if they have taught here for 6 semesters, should be earning \$850 per credit hour in January.
- Those who currently have more than two years of employment at WSU, and continue as part-time faculty, should be PTF3s and earning at least \$1000 per credit hour (plus the annual raises) by the last semester of the four-year contract.

Other Noteworthy Gains

- \$25,000 Professional Development fund established for UPTF members.
- Agency Shop: part-time faculty must either join the union or pay an agency fee.

Benefits

- The university agreed to establish a joint advisory committee with the union to explore benefits for bargaining unit members. The committee will make its recommendations to the Provost and the Union within a year.