

UPTF April 2012 Tentative Agreement Highlights

Appointments and Re-appointments: improved language to support job security.

- The language now explicitly states that PTF2 and PTF3 will be re-appointed UNLESS one of a specific set of reasons applies. The last item on the list gives examples of what is meant by “other bona fide or relevant reasons:” things like discrimination, harassment and substance abuse. This closes an ambiguity in the language.
- Instructional Assistants are now also explicitly covered by the promotional provisions of this article.
- Language in this article also states that in the case of fewer classes being available (a reduction in work) the work level of a PTF1 will be affected before that of a PTF2 and the work level of a PTF2 before a PTF3. In the first contract, work levels were only explicitly referenced in terms of available new work after reductions (i.e., call backs).

New language on **Performance Evaluation:** establishes that evaluation must be open and transparent. The Bargaining Agreement calls for a joint union and administration committee to establish ground rules or a template to be used in PTF evaluation (for face to face and online courses).

Course Pools are now defined:

- Bargaining Unit members will be informed what the pools are.
- Members have a contractual right to ask about their individual placement within a pool or pools.
- Members can petition the Unit Head to reconsider pool definitions.

Employee Rights: PTF2s and PTF3s will have their names listed on Departmental websites.

Intellectual Property: guarantees members the same intellectual property rights as full time faculty.

Leave of Absence: members can take one unpaid leave of absence, for any reason, every five years.

Grievance: The Union can protect the contract with a grievance even if no individual member will step forward to be a grievant.

Dues Reports: will receive these electronically.

Benefits:

- A 4.5% raise in Fall 2012, and 2.5% annually for the next 3 years (4 year contract).
- Additional Merit Pay increases: a PTF3 with 3 years in rank can be evaluated for a merit increase of one salary level. This represents an additional raise of between \$29 and \$69

per credit hour for qualifying ptf3s. A subsequent merit pay evaluation and raise is possible 3 years after the first merit pay increase.

- Under the current contract, if a member is a PTF1 in one course pool and a PTF2 or PTF3 in another pool, the administration frequently paid the individual at different salary levels. The new language stipulates that the minimum salary rate to be paid for all positions is the highest rate for which the person qualifies or has been paid.
- **Tuition benefit:** 25% reduction in tuition for a dependent of a PTF each semester up to the number of credit hours taught in that semester.
- **Voluntary Medical Indemnity Insurance** plan that is being implemented at HFCC will also be implemented at WSU.
- **Existing Voluntary Dental & Vision Program** now permanent.
- *"Employees will be compensated and additional \$20.00 per meeting hour, plus parking, for attending any mandatory meetings or workshops beyond two such meetings in any one semester."*
- Compensation for advising MA or PhD students.
- No changes to the retirement program.

Additional Gains:

- Language about missed paydays is now in the contract. There is also a promise to establish a joint committee that will work its way up the administration to find solutions to a chronic problem at WSU.
- Letter stipulating that the UPTF will share in whatever agreement the AAUP-AFT may reach regarding online teaching that does not violate the UPTF- WSU Agreement and that does not solely affect the conditions of employment of full-time faculty.
- Letter of Agreement on course overloads: *"The department or hiring unit...will strive to accommodate the request"* for grading help in a course with *"at least 40 students"* that has *"experienced a late, substantial increase in class size up to the end of the first week of classes."* The Provost's Office has promised a joint committee to find other solutions to this problem if the letter proves insufficient.
- Administrative support for the UPTF in its intention to petition the Academic Senate and other University governing bodies to change their by-laws to permit PTF participation.