

[Delivered via email: April 9, 2020]

WOUFT Team,

First, thank you for meeting virtually today. Its not easy to try to remove a process designed for face-to-face interaction from its natural environment and find success elsewhere. WOU is hopeful we can find that success. To that end, WOU has heard and discussed the proposal you submitted on April 9, 2020, and in light of the concerns of the University and our larger economic and social environment, proposes the following:

1. A new collective bargaining agreement between WOU and WOUFT would be established effective July 1, 2020 through June 30, 2021;
2. All terms and conditions of the CBA not otherwise mentioned by this proposal will remain unchanged;
3. All necessary housekeeping in terms of references to the year of application of the CBA would be changed to reflect a 2020-2021 effective period with a June 30, 2021 end date;
4. All proposals previously submitted by WOU and WOUFT during the 2020 bargaining sessions will be withdrawn;
5. All terms and conditions already agreed upon by TA during the 2020 bargaining sessions will be incorporated into the 2020-2021 agreement;
6. All bargaining ground rules adopted for 2020 bargaining will be adopted for bargaining in 2021;
7. Article 16:
 - a. All renewed non tenure-track faculty base salaries will be frozen at 2019-2020 rates, and non tenure-track minimums will remain unchanged;
 - b. All tenured and tenure-track base academic-year and 12-month salaries will be frozen at 2019-2020 rates;
 - c. No new steps will be added to the tenured and tenure-track salary table;
 - d. All tenured and tenure-track faculty, except those faculty who received a base salary at step 40, will be awarded a step on the salary table. The result, considering 7b above, will be that each step on the salary table will be re-valued by moving the current year's salary up one step for the 2020-2021 year. For example, in 2019-2020 Step 20 reflects a salary of \$71,245. In 2020-2021, Step 21 will reflect that same amount, \$71,245 and faculty at step 20 in 2019-2020 will be moved to step 21 in 2020-2021.;
 - e. Step 1 will remain \$54,215. The result will be that steps 1 and 2 on the tenured and tenure-track table will reflect identical dollar-values;
 - f. Bargaining unit members who are promoted (e.g., from Assistant Professor to Associate Professor, from Associate to Full Professor) during the 2020-2021 contract year will receive the step increase identified in the existing CBA due promoted faculty;
8. Article 17 will be extended through 2020-2021;
9. Article 22, Section 6(B) will include \$180,000 of faculty development funds for the 2020-2021 contract year;

10. The PRC process that is identified in the existing CBA will be continued into the 2020-2021 contract year.

As stated previously, the University is eager to vet the possibility of this one-year proposal and to move forward accordingly: with signatures to these terms or back toward pursuit of an article by article agreement. The University does not believe the Parties have the time available to them to bargain this deal beyond **April 17th, 2020**. Should the Parties be unable to reach agreement by next Friday, the University will turn its efforts toward preparation for the April 30th bargaining session existing on our calendars so that headway can be made toward a longer, more comprehensive agreement.

Thank you again for your attention to this proposal and the extraordinary issues that are presented to our community. Should there be any questions or concerns, please do not hesitate to contact me directly.

CARSON GABRIEL CAMPBELL

Associate Vice President/Deputy General Counsel

Western Oregon University, Office of the General Counsel