

## WOU/WOUFT Collective Bargaining - 2020

Proposal: UNV004

Date: May 21, 2020

The University's Proposal UNV002 includes proposals/counterproposals related to the following:

- Article 16 – Salary
- Article 22 – Faculty Development
- Article 23 – Summer Session
- Article 28 – Negotiation of Successor Agreement
- Article 29 – Duration of Agreement
- Appendix N – Tenure Relinquishment

The University presents these proposals consistent with several themes it intends to explore during the 2020 bargaining cycle: Clarity/Readability; Workplace Environment and Workplace Expectations, and University Sustainability.

Proposals in an effort toward **Clarity/Readability** generally include readability edits, removal of confusing and replacement with clarifying language, article re-organization, streamlining some processes, and removal and replacement of outdated/inaccurate references (Statutes, Administrative Rules) lead this effort. The CBA must speak practically to our collective experience.

Edits and proposals of the **Workplace** theme include promoting tools that allow supervisors to more effectively perform the task, more clearly set standards for accountability in faculty performance and conduct.

Lastly, proposals related to our **Sustainability** theme will revolve around confronting the economic pressures facing the University. Through bargaining WOU must find ways to attract and retain talent and recognize the contribution existing faculty make to the University environment, while navigating a possibly trying and uncertain future.

Ultimately, WOU believes the CBA stands to be improved to the benefit of the University and all bargaining unit faculty members of this campus.

WOU's proposals submitted on May 21, 2020 are as follows: