

United Faculty of Western Washington/Western Washington University

Memorandum of Understanding

The following Memorandum of Understanding (the "Memorandum") is entered into by and between the United Faculty of Western Washington (the "UFWW") and Western Washington University (the "University").

Section 22.5.4 of the *UFWW/WWU Collective Bargaining Agreement 2012-2015* states:

"A chair compensation committee to be composed of three faculty members appointed by the Union and three administrators appointed by the University President or designee shall meet during fall quarter 2012. The committee will meet with chairs to study chair recruitment, retention, and compensation issues and report any bargainable items to the UFWW and the University by March 1, 2013."

Agreement

The parties agree to the following changes to and revision of Section 22.5 of the *UFWW/WWU Collective Bargaining Agreement*:

Section 22.5 of the CBA to be revised as follows, effective July 1, 2013:

22.5 Department Chairs

22.5.1 Chair stipends are based upon the total combined departmental FTE of tenured faculty, tenure-track faculty, non-tenure-track faculty, and staff, calculated on October 15th of each year. The stipends are payable quarterly, including summer, and are as listed below:

FTE (faculty and staff)	Stipend per quarter	Stipend per year
1.0-6.0	\$1,500	\$6,000
6.1-12.0	\$2,000	\$8,000
12.1-18.0	\$2,500	\$10,000
18.1-24.0	\$3,000	\$12,000
24.1-30.0	\$3,500	\$14,000
>30.1	\$4,000	\$16,000

22.5.2 Annual faculty appointment contracts for department chairs, during their term(s) of chair duty, are for 9.5 months (September 8 - June 22).

22.5.3 Department Chairs receive a temporary 0.75% base salary increase on September 8th of each year they serve as Department Chair. This

increase becomes permanent after four consecutive years of department chair service. For Department Chairs in mid-appointment as of July 1, 2013, prior years of uninterrupted service count toward the four years of service necessary to receive the permanent base salary increase, but not toward the amount of the increase. Interruptions in service (as defined in Section 11) are accommodated provided the chair returns to the appointment after the leave and does serve a full four years. Chairs who are called back to chair service for reasons of administrative exigency may add all prior chair service toward fulfillment of the requirement that four consecutive years be served for the permanent salary increase. Salary increases do not accumulate during interruptions of service, and are not assigned to any chair service rendered prior to July 1, 2013.

Should a UFWW/WWU Collective Bargaining Agreement subsequent to the present one change or eliminate the compensation stipulation of this article, the salary increases accumulated under the present Agreement will still vest after four consecutive years of service, even if that four-year period ends after the expiration of the present Agreement.

22.5.4 Department chairs shall negotiate with the dean, with the approval of the Provost, any reduction in teaching load associated with the position.

This agreement shall expire on September 15, 2015.

Signed and Dated this 19 day of November 2013.

United Faculty of Western Washington (UFWW)

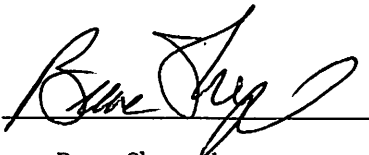
Western Washington University (WWU)

For the UFWW:

For WWU:

By 

Chuck Lambert
President, UFWW

By 

Bruce Shepard
President, WWU