

Memorandum of Understanding

The purpose of this Memorandum of Understanding between the United Faculty of Western Washington University (the "Union") and Western Washington University (the "University") is to memorialize an agreement regarding faculty salaries for the 2022-23 academic year.

Recitals

1. In bargaining the 2021-23 Collective Bargaining Agreement between Western Washington University and the United Faculty of Western Washington (the "Agreement"), the parties agreed on the following:

In the event that the State Legislature adopts a provision after the effective date of this Agreement that designates funds for a general faculty salary increase, that funding shall be distributed to faculty as designated by the Legislature; provided that in the event that the total headcount at the University for Fall 2022, measured on Census Day, is less than 15,000, the portion of the salary increase dependent on tuition revenue will be proportionally decreased by the percentage of the shortfall in headcount. Any supplemental increase will be added to the one percent (1%) general salary increase included in 22.1.4.

2. The University's best and most current enrollment projections for Fall 2022 show that headcount is likely to come in slightly below 15,000. However, enrollment projections this far out from fall quarter are imperfect and prone to fluctuation between now and then. Because any reduction in compensation due to the operation of Section 22.1.4 is likely to be very small, and in light of the fact that waiting to finalize salary increases until Census Day will cause uncertainty for the faculty and create an administrative burden for the University, the University has agreed to move forward with Section 22.1.4 increases and waive any enrollment-based reduction of the amount of the increases.

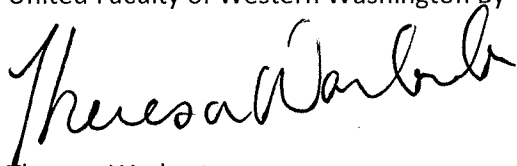
Agreement

Now, therefore, the parties agree as follows:

1. Faculty will receive the full amount of the salary increase specified in Sections 22.1.4 (1%) and 22.1.5 (3.25%) for a total of 4.25% base increase for 2022-23.
2. All sections that contain provisions linking increases in base salary to increases in stipends, etc., will be construed as referring to this Memorandum in calculating those increases.
3. All other provisions of the Agreement remain in effect.

Signed and Dated this 19th day of May, 2022.

United Faculty of Western Washington By



Theresa Warburton

Title: President, UFWW

Western Washington University By



Sabah Randhawa

Title: President, WWU