

Item 979
2017-05-01

Lake Washington Institute of Technology
Adoption of Lake Washington Federation of Teachers Local 3533 AFT / AFL-CIO
Collective Bargaining Agreement

First Reading

Situation

The Lake Washington Federation of Teachers Local 3533 AFT / AFL-CIO represents the faculty on campus. The current bargained agreement expires on June 30, 2017.

The College and the Federation actively engaged in collective bargaining from January 2016 through April 2017 primarily using interest-based bargaining practices that promote in-depth discussion, shared data gathering, and creative solutions to reach consensus on issues that meet each other's interests. Substantive bargaining on the contract was concluded on April 13th and the federation membership will ratify the contract in May prior to the Board approval at the June meeting. A redlined and final version is presented for first reading.

The proposed agreement provides for:

- A 3 year contract effective July 1, 2017.
- Article 1 – Definitions (new definitions added)
 - Adjunct Professor
 - Assistant Professor
 - Associate Professor
 - Department Chair
 - Faculty Director
 - Professor
 - Professor Emeritus
 - Senior Adjunct Professor
- Article 5 – Employee Rights (Added Section 5.6)
 - Procedures for handling Title IX violations
- Article 7 – Employee Responsibilities (Added Section 7.4)
 - Faculty Nomenclature – Senior Adjunct Professor and Professor Emeritus
- Article 11 – Academic Year Calendar (Section 11.3, 11.4, 11.5)
 - Deletion of sections pertaining to the transition from 165 to 150 instructional day calendar
- Article 12 – Workload (Section 12.1, 12.2)
 - Deletion of section pertaining to the change in contact hours based on the 150 instructional day calendar
- Article 16 – Distance Learning (Section 16.1-16.12)
- Article 17 – Evaluation (Section 17.2.1.C)
 - Addition of allowing repeat student survey evaluations in the same quarter
- Article 20 – Contracts (Section 20.3, 20.8, 20.10)
 - Deletion of section pertaining to the change in contact hours based on the 150 instructional day calendar
 - Remove Program Coordinators and add Faculty Directors
 - Added descriptions of Department Chairs
- Article 22 – Compensation (Section 22.2, 22.4, 22.5, 22.6, 22.10)
 - Change to how part-time faculty earn step advancements

- Alternative Compensation for under-enrolled or over-enrolled classes
 - Faculty Coordinator phase out plan
 - Deletion of faculty tutoring coordinator pay rate (position was eliminated)
- Article 23 – Leaves (Section 23.3)
 - Addition of 1 personal day for full-time faculty
- Article 30 – Reduction in Force (Section 30.1)
 - Change full-time and part-time faculty titles to corresponding professor nomenclature
- Appendix A – Full-Time Faculty Salary Schedule
 - Revised to reduce the number of steps and to bring the salaries up that were on the lower end of the schedule
- Appendix B – Adjunct Faculty Salary Schedule
 - Revised to salaries to reflect the COLA
- Appendix E – Tenured and Probationary Job Classifications
- Appendix F – Department Chair Stipends

The changes to this agreement include an increase of \$30,000 for Department Chair stipends.

With implementation scheduled for July 1, this agreement is being presented to the Board for first reading. The agreement has been reviewed by Derek Edwards, Assistant Attorney General.