

# University of Oregon faculty OK first-ever contract

EUGENE — Following more than 10 months of negotiations, faculty members at the University of Oregon ratified a first-ever collective bargaining agreement on Oct. 9.

The two-year deal, effective through June 30, 2015, covers some 1,800 faculty members represented by the University of Oregon and United Academics.

United Academics was voluntarily recognized by the university and certified as the exclusive representative of the faculty bargaining unit in April 2012. The union represents tenured, tenure-track, non-tenure-track and adjunct faculty members, in addition to research assistants, librarians, and other academic employees. The bar-

gaining unit does not include law school faculty, faculty who are administrators, or faculty who are supervisors.

United Academics is a joint affiliate of the American Association of University Professors and the American Federation of Teachers.

The contract is complex, containing 45 articles over more than 90 pages. Highlights include:

- **Faculty investment.** Tenured and tenure-track faculty members will receive an average pay increase totaling 11.9 percent, and non-tenure-track faculty members will receive an average pay raise totaling 12.4 percent through fiscal year 2015. Money is set aside to raise minimum salaries for faculty.

- **Excellence rewarded.** While all faculty members will receive across-the-board increases, the contract also includes additional merit increases for faculty upon promotion and to recognize outstanding achievement.

- **Academic freedom and shared governance.** University protections for academic freedom will now specifically include research as well as classroom instruction and will reaffirm the principle that faculty must be able to pursue controversial subjects without fear of retaliation. The contract also re-

inforces all faculty members' role in shared governance, including at the department and unit level.

- **Job security for non-tenure-track faculty.** The agreement provides for longer contracts, up to three years, for career non-tenure-track faculty members.

"This contract represents a major step for all UO faculty," said Scott Pratt, professor of philosophy and a member of the United Academics bargaining team. "It recognizes the value of faculty by providing salary in-

creases, and extends professional job protections and benefits to non-tenure-track educators. This is good for the university, for students and for Oregon."

UO President Michael Gottfredson said the union agreement "advances academic excellence, strengthens our position as one of the nation's premier public research universities, and recognizes the central role of faculty as we move forward together to fulfill the promise of our public mission."

## KBOO radio employees ratify first union contract

Employees of KBOO-FM ratified their first-ever union contract Oct. 8, locking in compensation and workplace rules for one year. The agreement was reached four months after workers voted 8-0 to join Communications Workers of America (CWA) Local 7901 — and several days before the non-profit station's Fall Fundraising Drive. KBOO is a non-profit community radio station and is governed by a board elected by members who donate or volunteer.

Employees unionized in May after then-station manager Lynn Fitch changed personnel policies without their say-so — designating them as "at-will," and cutting paid maternity leave to three weeks and paid sick leave to 40 hours a year. Fitch resigned in September, and a newly-elected board hired Victoria Stopiello as station manager.

The newly-ratified collective bargaining agreement mostly codifies existing employment policies into a legally binding contract, so that future managers can't change policies unilaterally. KBOO will continue to offer employee-only health insurance, 11 paid holidays a year, and up to four weeks paid vacation, depending on

seniority. If a fundraising target is met by April, the station will contribute 3 percent of payroll into a 401(k)-style retirement plan. Employees gave up one personal holiday in bargaining, and agreed to limit the accrual of comp time and vacation time. A 1.3 percent pay raise equals the amount they'll pay in union dues. They'll also have a formal grievance procedure, and the protection of a union contract clause which says they can't be terminated except for "just cause." That means they're no longer "at will" employees who can be fired for no reason.

Elder said having a union contract brings KBOO into accord with its stated values. In its charter, KBOO lists values of "peace, justice, democracy, human rights, multiculturalism, environmentalism, freedom of expression, and social change." KBOO's mission is to provide programming to unserved or underserved groups, and a forum for unpopular, controversial, or neglected perspectives. The station also airs Labor Radio, Portland's only union-themed radio program, Mondays from 6 to 6:30 p.m. KBOO can be found online at kboo.fm and on the radio at 90.7 FM in Portland, 91.9 FM in Hood River, and 104.3 FM in Corvallis.

## Southwest Washington Electricians PAC #48

RECOMMENDS THE FOLLOWING CANDIDATES & MEASURES IN THE NOV. 5TH WASHINGTON GENERAL ELECTION:

### Washington Statewide

#### Measures

INITIATIVE 517 - No; INITIATIVE 522 - Yes; SENATE 5444 - No  
SENATE 5627 - maintain; HOUSE 1846 - maintain;  
HOUSE 1971 - maintain; HOUSE 2075 - maintain

### Clark County

#### Measures

LIGHT RAIL - No; BUS RAPID TRANSIT - No;  
EAST COUNTY BRIDGE - No; I-5 BRIDGE - Yes;  
WEST COUNTY BRIDGE - No; FIREWORKS - No

### Clark County Freeholders (nonpartisan)

District 1 - Pos. 1: RON ONSLOW; Pos. 2: TOM LAWRENCE; Pos. 3: ROBERT LUTZ; Pos. 4: STEVE FOSTER; Pos. 5: PATRICIA REYES

District 2 - Pos. 1: JAMIE HURLY; Pos. 2: LLOYD HALVERSON; Pos. 3: JUDIE STANTON; Pos. 4: PAUL DENNIS; Pos. 5: ANTHONY MCMIGAS

District 3 - Pos. 1: PAT JOLLOTA; Pos. 2: VAL OGDEN; Pos. 3: JIM MOELLER; Pos. 4: TEMPLE LENTZ; Pos. 5: BOB CARROLL

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Position 1 - W. FRANK MAZNA

### East County Fire and Rescue

Position 4 - MARTHA MARTIN

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Council 1 - MICHAEL CIRAULO; Council 4 - CHRIS REGAN;  
Council 5 - MIKE DALESANDRO

### City of Camas

Ward 1 - VANESSA AMUNDSON

### City of Kelso

Council 2 - TODD MCDANIEL

### City of La Center

Council 1 - KRISTINE CARMONA; Council 2 - AL LUIZ;  
Council 3 - T.R. WILLIAMS

### City of Longview

Council 6 - CHUCK WALLACE; Council 7 - STEVE MOON

### City of Ridgefield

Council 1 - RON ONSLOW; Council 4 - DON STOSE;  
Council 6 - JOHN MAIN; Council 7 - SANDRA DAY

### City of Vancouver

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Council 1 - JACK BURKMAN; Council 2 - ALISHIA TOPPER;  
Council 3 - ANNE MCENERNY-OGLE

### City of Washougal

Mayor - SEAN GUARD

Council 3 - PAUL GREENLEE

### City of Woodland

Council 2 - AL SWINDELL

### Evergreen School District

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### Longview School District

Position 1 - C.J. NICKERSON; Position 2 - JD ROSSETTI

### Vancouver School District

Position 2 - MARK STOKER; Position 3 - KATHY GILLESPIE

### Camas-Washougal Port

District 1 - MARK LAMPTON; District 3 - BILL MACREA-SMITH

### Port of Longview

District 3 - BOB BAGAASON

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District 2 - JOHN (JJ) BURKE

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*Paid for by Bob Carroll*

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