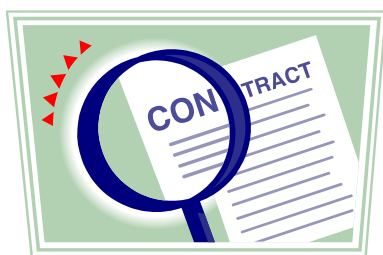


Lake Washington Institute of Technology
Federation (local 3533)

Fall 2013 Newsletter

This newsletter is intended for all faculty members. All instructors (not only union members) can benefit from union representation (conflict diffusion and accountability). General meetings dates are communicated via email and posted on the board in the workroom/mailroom. Brown bag workshops to help faculty familiarize with the new contract will also be communicated via e-mail.



2013-2016 FACULTY CONTRACT SUMMARY OF CHANGES:

Article 1/Definitions, Article 5/Employee Rights, Article 6/Academic Freedom, Article 11 /Academic Year Calendar, Article 12 /Workload.

Article 12/Workload. Attempts to change the full-time weekly 25-contact hour standard workload have been the crux of bargaining for a number of rounds of negotiations and this contract has made the most significant change. Due to the cost and the amount of changes required for both Workload and Calendar, the rollout will happen over the 3 years of the contract. In summary:

- 1. Year one (2013-14):** The 165-hour relief given in the 2009 MOU and current contract via guaranteed Release or Program Support will be extended to all full-time annually renewable, probationary and tenured faculty.
- 2. Year two (2014-15):** The number of release hours change with the shortened Calendar.
- 3. Year three (2015-16):** The full-time regular workloads change from the across-the-board 25 hour standards. The 25-hour block programs that cannot be reduced to 20 will receive either additional pay or support (TA or other).

Most significantly, these new standard workloads change the threshold for part-time Faculty to qualify for benefits at the state standard of one-half the equivalent full-timer (9-10 hours a week for the majority of part-time faculty). Additional provisions were outlined for counselors and librarians, and for workload relief through release and program support.

FALL 2013 EVENTS

- September 18: general meeting followed by open forum (panel of the negotiating team) on contract roll out and implementation
- October 30: Adjunct and Part-time Faculty Recognition Day, as declared by Governor Inslee
- Every first Monday of the month: E-board meetings (before board meetings)
- Every first Tuesday of the month: Jim and Heidi meet with President Goings
- Labor Management meetings on various issues (tech aide vs. compensation, lab hours and release time, etc.)



2013/2014 FEDERATION THEMES

Local federation

- Contract education
- Union representation
- Faculty involvement in shared governance
- Transition to the 10-week quarter

State federation

- Policies good for education/educators. AFT is hopeful for some legislative relief for increments, COLA and local funding rules.
- Training people for readiness to testify at Olympia hearings

CONTACTS AND RESOURCES

<http://lwtcft.wa.aft.org> and Workroom/Mailroom bulletin board

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A huge THANK YOU to the Faculty bargaining team for their hard work and dedication: Monta Frost, Phil Snider, Jo Nelson, Nolan Koreski, Margo Toner, and Jim Howe



Many thanks to Cheyenne Roduin, federation secretary (2011/2012 and 2012/2013 academic years) for maintaining excellent communication with members

Many thanks to Sonny Campbell and Mikal Steinbacher for representing Part-time and Adjunct Faculty on the Federation E-Board. Over three quarters of the LWIT Faculty are part-time. Our part-time faculty are full-time AWESOME