EOU's Administration Bargaining Team and the Associated Academic Professionals (AAP) Bargaining Team, representing the faculty union at EOU, participated in two two-hour negotiating sessions, January 15 and 16, 2014. These sessions were again conducted following Interest-Based Bargaining (IBB) processes and procedures.

EOU's team consisted of OUS Associate General Counsel Brian Caufield, Sarah Witte, Lara Moore, Art Doherty and Jacque Naegle. AAP’s team consisted of Donald Wolff (Chief Negotiator), Joe Corsini, Elwyn Martin, Abel Mendoza, Shaun Cain, Ken Watson and DeAnna Timmermann.

The first session began with a review of questions related to financial data requested by AAP and received from the Administration. Many questions were answered, with the remaining to be resolved before the next session, in order to proceed to a discussion of Salary.

Then the question of the definition of “days” in the contract was taken up. After considering each of the contexts in which “days” appears, the teams acknowledged that in some cases it is beneficial for it to be defined as calendar days and in other cases as workdays. The teams focused on definitions beneficial at once for the faculty and efficient processes. In some cases, a calendar day is more beneficial, while in others workdays is more advantageous for due process. Each of those instances was reviewed and in the end it was agreed that the definition of days in Article 28 shall read:

Unless otherwise specified, “days” means academic workdays in accordance with the official academic calendar of the University, excluding holidays and weekends. Summer Session days shall not be counted for those members not being employed during Summer Session.

A draft of revisions for Article 2: Section G: Reduction in Force and Layoff, which addresses financial exigency and retrenchment, was presented AAP’s team. EOU’s team wished to review the changes and then present a response at the next bargaining session.

Article 18: Grievance Procedure was then reviewed in order to clarify processes and timelines.

Tentative Agreements for Article 2: Section G: Reduction in Force and Layoff, Article 15: Retirement and Early Retirement, and Article 18: Grievance Procedure will be reviewed at the next session.

The teams agreed to the following schedule for the next bargaining sessions:

February 12: 3 – 5 pm, IH 201

February 13: 8 – 10 am, IH 201

February 19: 3 – 5 pm, Alumni Room Ackerman

February 20: 8 – 10 am, Alumni Room Ackerman

March 5: 3 – 5 pm, IH 201

March 6: 8 – 10 am, IH 201

March 11: 3 – 5 pm, Ackerman 210 (Classroom)

March 12: 8 – 10 am, Alumni Room Ackerman