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, March 11 and 12, 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 (Chief Negotiator), Lara Moore, Sarah Witte, Art Doherty, and Jacque Naegle. AAP’s team consisted of Donald Wolff (Chief Negotiator), Joe Corsini, Scott McConnell, Abel Mendoza, Ken Watson, DeAnna Timmermann, and Karen Bartholomew, AAP’s AFT Representative.

The first session began with the signing of a Tentative Agreement for Article 2: Rights of Members. It includes the processes for notification and response between AAP and the President when financial conditions warrant retrenchment or exigency. The Article 2 Tentative Agreement can be reviewed at:

http://www.eou.edu/representation/files/2014/03/Article-2.pdf

The rest of the first session focused on Article 10: Salary.  The two teams continued to evaluate options. At the beginning of the second session the Administration’s team requested that further discussion of Article 10 be postponed until the next sessions in April, when the university’s financial and governance interests should be clearer.

The two teams then turned their attention to a number of other articles:

For Article 3: Union Rights, AAP recommended that in Section 2.F the requirement of a two-month notification be deleted for AAP Bargaining Committee members requesting from the provost release time from other committee assignments. AAP recommended that fixed-term faculty serving on the Bargaining Committee have their time recognized by their deans as a service contribution, and that AAP’s Chief Negotiator receive course release during the negotiations. The Administration’s team recommended that AAP members serving on shared governance committees be prohibited from serving on the AAP Bargaining Committee, and indicated a willingness to permit the course release for the Chief Negotiator providing AAP reimburses the University. These matters will be revisited at the next bargaining sessions.

The teams agreed on housekeeping (editing) changes for Article 8: Sabbatical Leave. AAP recommended that the minimum number of sabbaticals awarded each year be increased from 3 to 5. It was agreed that current practice is already to award more than 3, subject to adequate resources.

It was agreed that Article 17: Progressive Sanctions be amended so that faculty would receive written notice when reprimands are removed from a member’s file (Article 17.3.b and 17.3.c.1).

AAP recommended the start date for bargaining identified in Article 22: Negotiation of Successor Agreement be moved earlier in the year (currently it is April) in order to begin negotiation sooner in the academic year. It was agreed that AAP would return with a proposal for a new start date.

The reference to the dean in Article 24: Personal Files was removed since all official Personnel Files are actually under the purview of Human Resources, where they are secured in a fireproof safe.

It was agreed that Article 23: Duration of Agreement, which contains the sign-off page for the entire contract, be moved to the end of the contract after all other articles, where it will become Article 28. That move necessitates the renumbering of articles 24 through to the current Article 28: Definitions, which then becomes Article 27.

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

April 1: 3 – 5 p.m., Location Alumni Room
April 2: 10 a.m. – 12 noon, Location Alumni Room
April 9: 3 – 5 p.m., Location Alumni Room

April 10: 10 a.m. – 12 noon, Location Alumni Room