

The unanimous recommendation of the AAUP-WSU Executive Committee is to REJECT the report. The Fact Finder's report (attached) was overwhelmingly negative for faculty. The Fact Finder decided in favor of the administration/Board on most unresolved issues-- including retrenchment, workload, healthcare, furloughs, summer teaching rights, and raises.

What follows is a brief summary of each article that was before the Fact Finder with page references to his report. They are listed in order of importance.

For **RETRENCHMENT**, the Fact Finder recommended that "it would seem beneficial to the Parties, based on the current impact of the Senate Bill 6 scoring, that that component [SB6 score of 2.4] be included in the existing criteria that includes, fiscal exigency; significant reduction in enrollment over four (4) or more academic semester[s]; and, the discontinuation of a College, Department or Program" (pp. 82-84). In addition, he reduced the review period from 60 to 30 days and gave new power to the president in the retrenchment process. This would make tenure and continuing appointments meaningless-- immediately. Any faculty member could be laid off.

For **WORKLOAD**, the Fact Finder reports: "Here, the current financial state the University, for various reasons, finds itself in, provides compelling reasons... wherein the determination of 'Workload' is viewed as an inherent Management Right" (pp. 99-100). This makes null and void our workload agreement MOU and gives administration total control over how many courses any individual faculty member teaches. If we accept this Fact Finder's report, we are conceding to them a new management right. **Combined with Retrenchment (above), the Administration could lay off many of the fulltime teaching faculty and give the rest many more classes to teach. We know how harmful this would be in effect for students.**

For **HEALTHCARE**, the Fact Finder states that "the overwhelming evidence of record concerning the financial picture for this University warrants, even on a temporary basis for the duration of this [contract], drastic and immediate changes in the way in which this particular benefit is handled for this specified duration. Given the difficulty in implementing any plan on a University-wide basis, the implementation date for this recommendation be January 1, 2019 and run for the duration of the [contract] as recognized and proposed by the University" (pp. 125-126). This gives us the healthcare plan imposed on the staff-- the worst in the state-- and gives the administration/Board the right to impose additional changes with 60 days' notice, taking away our right to bargain over healthcare.

For **FURLOUGHS**, "the number of days subject to this recommendation [includes] ... two (2) Cost-Savings Days/Furlough Days per semester" (p. 135). These furlough days amount to an annual 2% pay cut for us.

For **SUMMER TEACHING ASSIGNMENTS**, the Fact Finder recommends "the Parties adopt the University's proposal with respect [to] Article 7" (p. 64). This gives the

administration/Board the right to deny summer teaching to Bargaining Unit Faculty. Courses taught each summer could be solely offered to adjunct faculty.

For **RAISES**, the Fact Finder recommends that “there be no wage increases for the duration of the [contract]” (p. 106). Also, he recommends “*no increases and/or decreases in minimum salaries* for the duration of the [contract]” (p. 108). There is no money to offset the losses we will take in healthcare, furloughs, summer teaching assignments—never mind the real cut in pay due to inflation.

For **NTE PROMOTION**, the Fact Finder wrote: “given the manner in which certain other issues at impasse have been addressed in this Report, wherein such affords the University more drastic measures to implement, there seems to be no compelling reason to recommend the University's proposal in this regard. As such, the recommendation of the *status quo* is supported” (p. 74). Thus, the requirements for continuing appointments for NTE faculty remain the same.

For **MERIT PAY**, the Fact Finder wrote, “as such, a recommendation for the *status quo* is hereby recommended” (p. 69). He did not give administration total control of merit pay.

For **EARLY RETIREMENT**, the Fact Finder stated, “it is hereby recommended the Parties ‘agree in principal’ to the concept of offering early retirement to those who may be interested; however, subject to the Parties reaching some kind of agreement with respect to the framework of such a program” (p. 139). The Fact Finder has left this to the parties to negotiate.

The Fact Finder was clearly influenced by the hyperbolic arguments made by the administration’s labor attorney, arguments that President Schrader and members of the Board walked back at the most recent Board of Trustees meeting.

For the above reasons, it is the unanimous recommendation of the AAUP-WSU Executive Committee that members vote to **REJECT** the report.

NOTE: When you read the actual Fact Finder’s report, “Successor Collective Bargaining Agreement” means the new CBA.