

Memorandum of Understanding

Recitals


1. In Labor- Management meetings, Eastern Washington University (EWU) and United Faculty of Eastern (UFE) have been discussing the various bargaining issues regarding Merit Salary increases for Full Professors;
2. Both parties agree that these bargaining issues related to eligibility for merit which includes updating the College and Department Policies and Procedures and deadlines for submission for revised FAPs;

Agreement


Therefore, EWU and UFE agree on the following, to be in effect immediately upon approval by the respective parties;

1. The process for updating College P & P's will continue as outlined in the current policies. All P & P's shall be updated and approved by the college by ~~December 12, 2014~~ (the conclusion of the fall quarter 2014). Jan. 16, 2015
2. The process for updating Department P & P's will continue as outlined in the current policies. All Department P & P's shall be updated and approved by the department by March 20, 2015 (the conclusion of the winter quarter 2015).
3. Any outstanding P & P's that have not been approved by the ~~department~~ ^{college/department} by the deadline will be written by the Joint Labor/Management Committee. The college/department faculty are required to approve as required in the CBA Article 2.3.1 and 2.3.2.
4. As required by Article 7.5.5 (e) of the current CBA, Full professors with an existing FAP as of the date of this Agreement scheduled for post-tenure review during the 2015-16 or later years, who wish to be considered for a post-tenure merit increase, will submit their FAP for review. Revised FAP's will be due by June 12, 2015 (the end of spring quarter 2015) or 30 days after departmental approval, whichever is sooner. The FAP will be reviewed and, if necessary, revised to ensure that it provides appropriate expectations according to the process described in the current CBA. All future FAPs for full professors will be written with the understanding that exceeding the expectations within the FAP will lead to merit increases as described in this Section.

Signed:



EWU
Date: 12/2/14



UFE
Date: 12.2.2014