

## LETTER OF AGREEMENT

May 18, 2022

between

**Western Oregon University and  
the Western Oregon University Federation of Teachers  
Local 2278, AFT-Oregon, AFL-CIO**

**WHEREAS**, Western Oregon University (“WOU” or “University”) and the Western Oregon University Federation of Teachers (“WOUFT” or “Union”) (“Party” individually or “Parties” collectively), Local 2278, American Federation of Teachers (AFT), AFT-Oregon, AFL-CIO are parties to a collective bargaining agreement with an effective term of July 1, 2020 through June 30, 2023 (“CBA” or “Agreement”); and

**WHEREAS**, in 2020 WOU’s tenure track library faculty were transitioned from a twelve-month work contract to a nine-month work contract; and

**WHEREAS**, all tenure track library faculty’s 2021 contracts will begin on September 16, 2021; and

**WHEREAS**, the CBA does not address tenure track library faculty summer compensation or compensation for work beyond the nine-month contract period; and

**WHEREAS**, WOU and WOUFT wish to establish guidelines for tenure track library faculty compensation for work beyond their nine-month contracts.

**NOW AND THEREFORE**, WOU and WOUFT agree as follows:

1. A recurring work year will begin on or about September 16<sup>th</sup> of each year and will be 12 months long. This origin date of each work year will coincide with the date that teaching faculty return to contract;
2. Library faculty will be given a work schedule that will complete their 9-month contract within the following 12 months and will normally run contiguously from the start of that contract period;
3. If TT library faculty are asked and agree to perform work beyond their 9-month schedule, the University will compensate the TT faculty member at an hourly rate consistent with their 9-month pay. For example: If the TT library faculty is paid \$60,000 for their 9-month contract and are asked to perform 120 hours (3 weeks) of work beyond their 9-month contract, they will be compensated \$5,000 + OPE for that work ( $\$60,000/9 = 6,667/4 = 1,667 \times 3 = \$5,000$ );

