



University of Washington
FACULTY SENATE
Box 351271

Class C Bulletin No. 407

**Resolution Concerning Public Sector
Enabling Legislation for Collective Bargaining**

Class C Resolution adopted at the November 13, 2000, Faculty Senate Meeting

The University of Washington Faculty, acting through the Faculty Senate, has endorsed the principle of collective bargaining enabling legislation on three separate occasions in the past. Recent experience suggests, however, that given the complexities of proposed bills on this matter, and the consequences that such legislation has for the Faculty, the Faculty needs to speak more precisely about its views on this issue.

Over the course of both the 1999-2000, and the 2000-2001 academic years, the Faculty Senate examined the issue of enabling legislation. Should the Faculty Senate be unable to secure Faculty interests through its current system of shared governance, enabling legislation would permit faculty to decide to organize and join, or refrain from joining, a union. Such legislation would permit a duly certified representative to negotiate on behalf of the Faculty to secure Faculty interests.

Any enabling legislation must be sensitive to the needs and organizational structure of the University of Washington as a leading research university, and to the variety of services that its Faculty and other employees perform for the citizens of the State of Washington. Be it resolved, that any proposed enabling legislation covering the Faculty at the University of Washington (Bothell, Seattle, and Tacoma) should embody the following principles:

1. **Faculty Bargaining Unit:** The voting faculty of the University of Washington should be considered a single bargaining unit.
2. **Shared Governance:** The shared governance, embodied in the Faculty Senate and the Faculty Code, should be preserved. Any legislation should provide that the Faculty Senate and the shared governance structure must be preserved for non-negotiable issues such as curriculum, graduation and admissions requirements. In the absence of a collective bargaining agreement or contract terms that supersede or replace the Faculty Code, the latter shall govern the faculty employment relationship.
3. **Impasse and Grievance Resolution:** The Faculty endorses various forms of dispute resolution, especially for the fair and effective resolution of grievances. However, any enabling legislation should preserve effective Faculty decision making over tenure and promotion matters. Further, any legislation should preserve final decision authority for the Faculty over the terms of a collective bargaining agreement, i.e. enabling legislation should not compel the faculty to engage in interest arbitration.

4. Strikes and Lock-outs: Recognizing the Faculty's freely undertaken obligation to serve the students and the citizens of the State of Washington, no enabling legislation shall authorize strikes nor shall it permit lockouts.

All other provisions of any enabling legislation should recognize the unique nature of the relationship of Faculty within their colleges and the University, and ensure that rules prepared to implement any such legislation should adhere to these principles.

Amended and approved by
Senate Executive Committee
November 13, 2000

Approved by
Faculty Senate
November 30, 2000