

Winter  
2026

Issue 1

# GRUF Times

A United Faculty Newsletter



## Upcoming Events



### Lobby Day: Tuesday, February 16<sup>th</sup>

8am-4pm, Second Floor Conference  
Room of the Washington State Labor  
Council's Davis-Williams Building, 906  
Columbia St., Olympia, WA

### Board of Trustees Meeting: Thursday, February 19<sup>th</sup>

UF Cheese and Crackers in SC 228, 3:30-  
4:30pm

BoT Meeting, ZC Board Room, 4:30pm  
(please attend the first 10-15 minutes of  
public comment!)

## Take Action!

Please attend the Board of Trustees meeting on Thursday, February 19<sup>th</sup> (if only for the first 10 minutes of the meeting!) and consider giving public comment on one of the following:

- Budget crisis
- Lack of shared governance
- Ongoing safety issues
- Inequitable hiring practices/processes
- Campus climate survey
- Course cancellation policy
- Faculty hires



See the *United-at-the-River* listserv for additional details.

Faculty member but not on *United-at-the-River*? Email Sara Keene ([skeene@greenriver.edu](mailto:skeene@greenriver.edu)) with your personal email address and we'll get you signed up!

## “Celebrating Success!”

*Congratulations! And what comes next...*



“In unity there is strength,” as the old union adage goes. But this couldn't have been more true than it was last week when we saw the impacts of our collective work as a campus community. In solidarity with WFSE, Student Government leaders, and numerous brave students in the Trades and beyond, our collective efforts and continued pressure helped remove one of the barriers to making things better at this college. If you ever gave a public comment at a board meeting, held a sign, sent an all-campus email on behalf of classroom safety, signed the Vote of No Confidence in Dr. Johnson, or participated in one of the two recent walk-outs, *thank you*.

We welcome Interim President George Frasier and look forward to working with him to begin addressing these problems. Progress, however, is not going to come automatically.

We must continue our collective work to mobilize Interim President Frasier to take action on issues that impact the college. These include:

- **Addressing the Budget Crisis:** transparent, responsible, and ethical management of the budget crisis;
- **Timely and Transparent Communication:** a prerequisite for effective leadership;
- **Hiring Processes:** all hiring must take place through open hiring processes as outlined in the WAC and RCW;
- **Shared Governance:** the College is, and has been, out of compliance with accreditation standards – it's time this is fixed;

- **Revisit Course Cancellation Policy:** this is not an effective cost-saving strategy, and in many cases is costing the College money and harming students
- **Campus Climate Survey:** this has been promised for almost a year and needs to include feedback on leadership (a requirement of accreditation that has not been met) and transparency of findings (even if personal information is redacted);
- **Safety:** the College still lacks a comprehensive and effective safety plan
- **Fund increments for all faculty**
- **Address problems with proportional pay**

*Please join us at the next Board of Trustees meeting to show the new administration that these issues need to be addressed!*



Students, staff and faculty at the January Board of Trustees meeting.

*Join Us at the next Board of Trustees Meeting, Thursday, February 19<sup>th</sup> and continue our work for shared governance, equity, safety, and the well-being of our students!*

**How the Union works for YOU**

The UF Board has been busy working for our members.

- Since the fall quarter, we’ve provided representation for 14 (and counting) complaint processes; 3 grievances; and 2 meetings of concern, one of which we successfully defended a faculty member’s right to academic freedom.
- We funded increments for adjuncts in the fall, and are working on getting full-time increments funded
- We demanded to bargain over RSI (regular substantive interaction) and accessibility

And here’s more on one of our recent wins: The UF Grievance Committee filed a grievance over a series of complaints submitted over the summer in which the respondents, all faculty members, were not informed until months later while HR discussed the complaints with complainants, considered third-party investigation, and while rumors of the complaints spread to various parts of the college. The CBA requires notice to respondents and UF Leadership **within 14 days** of a complaint being submitted to HR. The grievance was upheld with pledges from the VPI to make sure the College follows the CBA from now on. We are still discussing reasonable remedies for these mishandled complaint processes.

**Need Help?**

Email us at our *new* UF Help Desk address:

[UFHelp@greenriver.edu](mailto:UFHelp@greenriver.edu)

Reach out with any questions and concerns and a union rep will get back to you shortly with answers!

***Standing Up for Justice in Our Communities and Protecting Students in Troubling Times***

ICE has been tearing apart communities across the United States. Here are some ways we can take action and protect immigrant members of our communities – including our students!

Attend AFT’s virtual training on Friday, February 27<sup>th</sup> at 10am: ***“What do I do if immigration agents show up on campus?”***

Register here:

<https://leadernet.aft.org/webform/what-do-i-do-it-immigration-agent>

The Washington Immigrant Solidarity Network is hosting a virtual ***Know Your Rights*** training on February 11<sup>th</sup> from 6-7:30pm.

Register here:

<https://waisn.org/event/know-your-rights-feb-2026/>

**Honoring Black Union Organizers Who Built the Workers’ Movement**

*Nannie Helen Burroughs* was born to formerly enslaved parents in Orange, VA in the late 1800s and she and her mother moved to Washington, D.C. when her father passed. Burroughs excelled academically in D.C., graduating with honors from high school. Despite these achievements, she was denied employment as a public school teacher. With support from the National Baptist Convention and “small donations from Black women and children in the community,” Burroughs opened the National Training School for Women and Girls, devoted to the education and career training of Black women. What began as a small school in an old farmhouse developed into a Trades Hall with “twelve classrooms, three offices, an assembly area, and a print shop” (NPS, 2021). Burroughs rejected the notion that Black women should be trained for domestic work, instead providing wide-ranging academic and career opportunities at her school. Burroughs’ work foreshadowed the Civil Rights and feminist movements and left a lasting mark on the workers’ movement.

*Adapted from the National Park Service. For more on the life and contributions of Nannie Helen Burroughs, see <https://www.nps.gov/people/nannie-helen-burroughs.htm>.*

**Poll of the Day!**

***What was your favorite Super Bowl Moment?***

- A. The outcome, of course!
- B. Bad Bunny’s Halftime Show
- C. Jason Meyers’ five field goals Superbowl Record
- D. I don’t know, I didn’t watch it

*Scan below to take the poll. Results will be shared in the next newsletter!*

