



## Welcome, colleagues, to the University of Oregon and United Academics!

United Academics is our faculty union, established by faculty vote in 2012 in response to years of stagnant pay, lack of transparency in promotions and policy, and a diminished voice in governance. We represent our diverse and vibrant bargaining unit of more than 1,700 faculty across multiple campuses: tenure-track and tenured, Career research, Career instructional, librarians, pro tem, visiting, and postdoctoral scholars.

United Academics aims to improve the working conditions of our university so that we can better accomplish its teaching, scholarship, and service missions. Over the last ten years we have successfully bargained for greater transparency and consistent application of unit policies, reviews, and promotion processes; salary floors; several university-wide raises; additional opportunities for individual raises; an expectation of continued employment for Career faculty; more inclusive unit-level governance; and support systems for caregivers—among other victories. You can review the current Collective Bargaining Agreement (CBA) at the UA website: [uauoregon.org](http://uauoregon.org)

United Academics works closely and collaboratively with the administration to implement the CBA and resolve misunderstandings. When special cases or problems arise—and they do!—United Academics brings issues to the attention of the administrators who are in a position to help, doing so anonymously when need be and nearly always without the need for a formal grievance procedure. **If you are ever unsure about your duties or established policies, reach out to us.** We're happy to field questions, offer advice if desired, or talk through potential next steps.

In addition to the faculty members serving as representatives, stewards, and officers of United Academics, we employ two dedicated staff who handle the day-to-day operations of our local from our office on 13<sup>th</sup> Avenue. Our efforts are more broadly supported by our two affiliated unions, the American Association of University Professors (AAUP) and the American Federation of Teachers (AFT), both of which advocate for education and educators at the state and national levels. The AAUP is well known, in particular, for staunchly defending the principles of academic freedom, tenure, and the primacy of faculty in shared governance and curricular matters.

The benefits we receive from these resources come at a cost. Although United Academics represents and is ready to support *all* faculty in the bargaining unit, we are funded exclusively by the dues of the individual faculty members who formally join our union by signing a membership card. Dues are 1.1% of gross salary: modest for a labor union and far surpassed by the many salary raises we have won at the bargaining table over the last decade.

Our power is proportional to our membership. **We are a stronger, more effective, and more representative union with *your* perspective and *your* voice, particularly this academic year as we bargain our next contract.** We invite you to join us in building a better University of Oregon.

Together in solidarity,

A handwritten signature in blue ink that reads "Mike Urbancic".

Mike Urbancic  
President