

1 UNIVERSITY OF OREGON PROPOSAL (2/15/2024)

2  
3 Document Key

4 UA new | ~~UA deletion~~ | UO new | ~~UO deletion~~ | Accepted | Deleted | Status Quo | Restored

5  
6 ARTICLE 11. RELEASE TIME

7  
8 Section 1. The University shall provide the Union with 16 ~~20~~ course releases and 0.3 ~~0.5~~ non-  
9 instructional annualized FTE of release time each academic year, where non-instructional FTE is  
10 understood to apply to research appointments, appointments in the libraries, or service. Such  
11 release time may be used for the purposes of conducting union business, including, but not  
12 limited to, contract administration, grievances, and participation in the governance of the  
13 Union’s state and national affiliates. Utilization of release time under this article by a bargaining  
14 unit faculty member will not negatively impact their reviews. The Office of the Provost shall  
15 have the final authority to approve or deny requested release, which approval shall not be  
16 unreasonably withheld. Release requests must conform with the following:

- 17 1. No more than one bargaining unit faculty member may be released for this purpose from  
18 any department or unit at one time unless approved in writing by the Office of the  
19 Provost, which approval shall not be unreasonably withheld.  
20 2. No more than a total of three releases consisting of any combination of course releases  
21 and FTE (0.1 FTE increments) are allowed under this Article for an individual bargaining  
22 unit faculty member in a given academic year.  
23 3. Bargaining unit faculty members appointed with an annualized FTE of 0.50 FTE or less  
24 may not be released under this Article.

25  
26 Release request denials may not be grieved.

27  
28 Section 2. For each of the two terms prior to the expiration of the Agreement, the University  
29 shall provide an additional six course releases and 0.3 non-instructional FTE per term of release  
30 time for distribution to the Union’s negotiating team for preparation for and attendance at  
31 negotiation sessions.

32  
33 Section 3. The Union will notify the University of the particular faculty members who shall  
34 receive release time. Such notice will typically be provided at least 21 days in advance of the  
35 date for class schedule production and shall be no later than 21 days prior to the close of the class  
36 schedule review phase. The University will confirm release requests within 30 days.

37

Term	Class Schedule Production*	Class Schedule Review Phase*
Fall	January 15	April 30

Winter	June 30	October 31
Spring	October 15	January 31
Summer	December 15	February 28

38 \*Approximate dates.

39

40 The parties agree that non-instructional FTE cannot be used for course releases and such release  
41 time should be structured to minimize the impact on students.

42

43 **Section 4.** The Union may also purchase up to an additional five courses not to exceed 25 credits  
44 of release time, or an equivalent amount of FTE for non-instructional faculty (where 4 credits of  
45 course release equals 0.1 FTE), each academic year. No more than one bargaining unit faculty  
46 member may be released for this purpose from any department or unit at one time, or from a  
47 department from which a bargaining unit faculty member has been released under Section 1 or 2  
48 above, unless approved in writing by the Office of the Provost, which approval shall not be  
49 unreasonably withheld. The Office of the Provost shall have the final authority to approve  
50 requested course releases, which approval shall not be unreasonably withheld. The Union will  
51 notify the University by May 15 as to whether and how many course releases are being  
52 purchased for the following academic year. The University will inform the Union of the amount  
53 to be charged for the requested release(s), based on salary, OPE, and recovery of facilities and  
54 administrative costs. The Union will reimburse the University for that amount in exchange for  
55 the course release.