UNITED ACADEMICS COUNTERPROPOSAL (XX/XX/2024)
UNIVERSITY OF OREGON PROPOSAL (2/15/2024)

Document Key
UA new | UA deletion | UO new | UO deletion | Accepted | Deleted | Status Quo | Restored

ARTICLE 11. RELEASE TIME

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

1. No more than one bargaining unit faculty member may be released for this purpose from any department or unit at one time unless approved in writing by the Office of the Provost, which approval shall not be unreasonably withheld.

2. No more than a total of three releases consisting of any combination of course releases and FTE (0.1 FTE increments) are allowed under this Article Section for an individual tenure-related bargaining unit faculty member in a given academic year. No more than a total of five releases consisting of any combination of course releases and FTE (0.1 FTE increments) are allowed under this Section for an individual Career or Limited Duration bargaining unit faculty member in a given academic year.

3. Course releases for union service shall not be taken as service release unless the bargaining faculty member makes such a request.

4. Bargaining unit faculty members appointed with an annualized FTE of 0.50 FTE or less may not be released under this Article.

Release request denials may not be grieved.

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

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

<table>
<thead>
<tr>
<th>Term</th>
<th>Class Schedule Production*</th>
<th>Class Schedule Review Phase*</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fall</td>
<td>January 15</td>
<td>April 30</td>
</tr>
<tr>
<td>Winter</td>
<td>June 30</td>
<td>October 31</td>
</tr>
<tr>
<td>Spring</td>
<td>October 15</td>
<td>January 31</td>
</tr>
<tr>
<td>Summer</td>
<td>December 15</td>
<td>February 28</td>
</tr>
</tbody>
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*Approximate dates.

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

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