

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

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4 Document Key

5 UA new | ~~UA-deletion~~ | UO new | ~~UO-deletion~~ | Accepted | Deleted | Status Quo | Restored

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7 ARTICLE 11. RELEASE TIME

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

- 18 1. No more than one bargaining unit faculty member may be released for this purpose from  
19 any department or unit at one time unless approved in writing by the Office of the  
20 Provost, which approval shall not be unreasonably withheld.
- 21 2. No more than a total of three releases consisting of any combination of course releases  
22 and FTE (0.1 FTE increments) are allowed under this Article Section for an individual  
23 tenure-related bargaining unit faculty member in a given academic year. No more than a  
24 total of five releases consisting of any combination of course releases and FTE (0.1 FTE  
25 increments) are allowed under this Section for an individual Career or Limited Duration  
26 bargaining unit faculty member in a given academic year.
- 27 3. Course releases for union service shall not be taken as service release unless the  
28 bargaining faculty member makes such a request.
- 29 ~~4. Bargaining unit faculty members appointed with an annualized FTE of 0.50 FTE or less  
30 may not be released under this Article.~~

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33 ~~Release request denials may not be grieved.~~

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

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40 Section 3. The Union will notify the University of the particular faculty members who shall  
41 receive release time. Such notice will typically be provided at least 21 days in advance of the

42 date for class schedule production and shall be no later than 21 days prior to the close of the class  
43 schedule review phase. The University will confirm release requests within 30 days.  
44

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

45 \*Approximate dates.  
46

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