

1 UNITED ACADEMICS COUNTERPROPOSAL (03/14/2024)
2 UNIVERSITY OF OREGON COUNTERPROPOSAL (2/29/2024)

3
4
5 Document Key

6 UA new | ~~UA deletion~~ | UO new | ~~UO deletion~~ | Accepted | Deleted | Status Quo | Restored
7

8 ARTICLE 8. PERSONNEL FILES
9

10 The purpose of this Article is to specify the means of implementation of ORS 352.226.
11

12 **Section 1.** The University's maintenance of bargaining unit faculty members' personnel files
13 and personnel records and a bargaining unit faculty member's access to those files and records
14 shall be in accordance with established university policy.
15

16 **Section 2.** A bargaining unit faculty member shall have the right to inspect each of their three
17 evaluative files upon reasonable request during normal operating hours and may be
18 accompanied at the location of the file by a representative of their own choice.
19

20 A bargaining unit faculty member shall have the right to receive a copy of each of their three
21 evaluative files within ten days of a reasonable request at no cost to the bargaining unit faculty
22 member.
23

24 Access to personnel files as described in this section are subject to the limitations of applicable
25 state and federal laws.
26

27 **Section 3.** A bargaining unit faculty member shall have the right to inspect ~~of~~ each of their
28 personnel records, including records kept by the Office of Investigations and Civil Rights
29 Compliance, upon reasonable request during normal operating hours and may be accompanied
30 at the location of the record by a representative of their own choice.
31

32 A bargaining unit faculty member shall have the right to receive a copy of each of their
33 personnel records, including records kept by the Office of Investigations and Civil Rights
34 Compliance, which has probable or potential relevance to an active grievance. For requests
35 pursuant to this provision, 2.5 hours of the highest compensated chargeable staff time related to
36 the production of these documents will be waived. All records requests related to a single
37 grievance will be combined for purposes of the fee waiver.
38

39 If requested records are not produced within 21 days, the active grievance shall be ~~paused-tolled~~
40 until the records are produced, although the grievant can end the ~~pause tolling~~ at any time and
41 proceed with the grievance. A bargaining unit faculty member shall have the right to receive a
42 copy of any investigation report used as a basis of discipline against the faculty member at no
43 cost.
44

45 Access to personnel records as described in this section ~~is are~~ subject to the limitations of
46 applicable state and federal laws.
47

48 **Section 4.** A bargaining unit faculty member is entitled to submit, for placement in personnel
49 files or records, evidence rebutting, correcting, amplifying, or explaining any document
50 contained therein.

51

52 **Section 5.** If a bargaining unit faculty member should become aware that their personnel file
53 contains errors of fact or omission, the bargaining unit faculty member may petition, in writing,
54 the Office of the Provost to remove or correct the information. ~~Completion of such corrections~~
55 ~~shall be made within 14 30 days and communicated to the bargaining unit faculty member. s~~
56 ~~upon completion of such corrections. If the Office of the Provost determines that the faculty~~
57 ~~member's petition shall be denied, they shall communicate the reasoning behind the denial.~~
58 ~~Such denials are grievable under Article 22.~~