

1 UNITED ACADEMICS COUNTERPROPOSAL (4/18/24)
2 UNIVERSITY OF OREGON COUNTERPROPOSAL (4/4/2024)

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5 Document Key

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

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

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

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34 Release request denials may not be grieved.

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36 Section 2. For each of the two terms prior to the expiration of the Agreement, the University
37 shall provide an additional six course releases and 0.3 non-instructional FTE per term of release
38 time for distribution to the Union's negotiating team for preparation for and attendance at
39 negotiation sessions.
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41 **Section 3.** The Union will notify the University of the particular faculty members who shall
42 receive release time. Such notice will typically be provided at least 21 days in advance of the
43 date for class schedule production and shall be no later than 21 days prior to the close of the class
44 schedule review phase. The University will confirm release requests within 30 days.
45

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

46 *Approximate dates.
47

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