

1 UNITED ACADEMICS COUNTERPROPOSAL (4/4/2024)  
2 UNIVERSITY OF OREGON COUNTERPROPOSAL (2/29/2024)

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4  
5 Document Key

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

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8 ARTICLE 6. POLICIES AND PRACTICES

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10 Section 1. Bargaining unit faculty members and the University shall comply with all duly  
11 adopted: ~~[insert list formatting for clarity]~~

- 12 a. administrative rules,  
13 b. policies, and procedures of the University's ~~governing board~~ Board of Trustees, and  
14 the University, and  
15 c. ~~with~~ all published unit-level policies.

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17 Any ambiguity between published unit-level policies and duly adopted policies and  
18 procedures of the University's ~~governing board~~ Board of Trustees and/or the University, shall  
19 be resolved in favor of the duly adopted policies.

20  
21 Any ambiguity between duly adopted policies and procedures of the University's ~~governing~~  
22 ~~board~~ Board of Trustees and/or the University and Articles of this Agreement shall be  
23 resolved in favor of such Articles.

24  
25 Section 2. The parties will be bound by practices in effect prior to the effective date of this  
26 Agreement, provided that those practices are (1) well-established; (2) concern terms and  
27 conditions of employment; (3) significantly affect bargaining unit faculty members; and (4) are  
28 consistent with this Agreement and the duly adopted administrative rules, policies, and  
29 procedures referenced in Section 1.

30  
31 Section 3. The University will notify the Union of any new or revised policies passed by the  
32 Board of Trustees or signed by the President within 10 days of their adoption. ~~Consistent with~~  
33 ~~ORS243.689, the~~ The University will notify the Union and faculty within 10 days of the  
34 adoption of any ~~new or revised policies~~ newly created or revised policies that affect  
35 employment relations as contemplated by the law. bargaining unit members' working  
36 conditions. These include policies adopted by deans, heads of schools, the Office of the Vice  
37 President for Research and Innovation, the Office of the Provost, or the Office of the Senior  
38 Vice President for Finance and Administration, or designees thereof.