

1 UNIVERSITY OF OREGON COUNTERPROPOSAL (4/18/2024)
2 UNITED ACADEMICS COUNTERPROPOSAL (4/4/2024)
3 UNIVERSITY OF OREGON COUNTERPROPOSAL (2/29/2024)
4 UNITED ACADEMICS PROPOSAL (2/1/2024)
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7 **Document Key**

8 UA new | ~~UA deletion~~ | UO new | ~~UO deletion~~ | Accepted | Deleted | Status Quo | Restored
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10 **ARTICLE 6. POLICIES AND PRACTICES**

11
12 **Section 1.** Bargaining unit faculty members and the University shall comply with all duly
13 adopted: ~~{insert list formatting for clarity}~~

- 14 a. administrative rules,
15 b. policies, and procedures of the University's ~~governing board~~ Board of Trustees; and
16 the University, and
17 c. ~~with~~ all published unit-level policies.
18

19 Any ambiguity between published unit-level policies and duly adopted policies and
20 procedures of the University's ~~governing board~~ Board of Trustees and/or the University; shall
21 be resolved in favor of the duly adopted policies.
22

23 Any ambiguity between duly adopted policies and procedures of the University's ~~governing~~
24 ~~board~~ Board of Trustees and/or the University and Articles of this Agreement shall be
25 resolved in favor of such Articles.
26

27 **Section 2.** The parties will be bound by practices in effect prior to the effective date of this
28 Agreement, provided that those practices are (1) well-established; (2) concern terms and
29 conditions of employment; (3) significantly affect bargaining unit faculty members; and (4) are
30 consistent with this Agreement and the duly adopted administrative rules, policies, and
31 procedures referenced in Section 1.
32

33 **Section 3.** The University will notify the Union of any new or revised policies passed by the
34 Board of Trustees or signed by the President within 10 days of their adoption. ~~Consistent with~~
35 ~~ORS243.698, the The University will notify the Union and faculty within 10 days of the~~
36 ~~adoption of any new or revised policies newly created or revised policies that affect~~
37 ~~employment relations as contemplated by the law. bargaining unit members' working~~
38 ~~conditions. These include policies adopted by deans, heads of schools, the Office of the Vice~~
39 ~~President for Research and Innovation, the Office of the Provost, or the Office of the Senior~~
40 ~~Vice President for Finance and Administration, or designees thereof.~~