

1 UNIVERSITY OF OREGON COUNTERPROPOSAL (5/2/2022)
2 UNITED ACADEMICS COUNTERPROPOSAL (4/18/24)
3 UNIVERSITY OF OREGON COUNTERPROPOSAL (4/4/2024)
4 UNITED ACADEMICS PROPOSAL (2/29/2024)
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6 **Document Key**

7 UA new | ~~UA deletion~~ | UO new | ~~UO deletion~~ | Accepted | Deleted | Status Quo | Restored
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9 *[UO proposes to retain current release amounts under Section 1 and accept subsection c. in*
10 *exchange for acceptance of d. by UA.]*
11

12 **ARTICLE 11. RELEASE TIME**
13

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

- 23 a. ~~1-~~No more than one bargaining unit faculty member may be released for this purpose
24 from any department or unit at one time unless approved in writing by the Office of the
25 Provost, which approval shall not be unreasonably withheld.
26 b. ~~2-~~No more than a total of three releases consisting of any combination of course releases
27 and FTE (0.1 FTE increments) are allowed under this Article ~~Section~~ for an individual
28 ~~tenure-related~~ bargaining unit faculty member in the Tenured and Tenure Track
29 classification in a given academic year. No more than a total of five releases consisting
30 of any combination of course releases and FTE (0.1 FTE increments) are allowed under
31 this Article ~~Section~~ for an individual ~~Career or Limited Duration~~ bargaining unit faculty
32 member in the Career classification in a given academic year.
33 c. ~~3-~~Course releases for union service shall not be taken as non-instructional FTE service
34 release unless the Union bargaining faculty member makes such a request.
35 d. ~~4-~~Releases for bargaining unit faculty members appointed with an annualized FTE of
36 0.50 FTE or less may only be granted ~~released~~ under Section 4 ~~of not be released under~~
37 ~~this Article.~~

38
39 ~~Release request denials may not be grieved.~~
40

41 **Section 2.** For each of the two terms prior to the expiration of the Agreement, the University
42 shall provide an additional six course releases and 0.3 non-instructional FTE per term of release

43 time for distribution to the Union’s negotiating team for preparation for and attendance at
44 negotiation sessions.

45
46 **Section 3.** The Union will notify the University of the particular faculty members who shall
47 receive release time. Such notice will typically be provided at least 21 days in advance of the
48 date for class schedule production and shall be no later than 21 days prior to the close of the class
49 schedule review phase. The University will confirm release requests within 30 days.

50

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

51 *Approximate dates.

52

53 The parties agree that non-instructional FTE cannot be used for course releases and such release
54 time should be structured to minimize the impact on students.

55

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