

1 UNITED ACADEMICS COUNTERPROPOSAL (5/2/2024)
2 UNIVERSITY OF OREGON COUNTERPROPOSAL (4/18/2024)

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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 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.

16
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. ~~Furthermore,~~
33 ~~Consistent with ORS243.698, the The University will notify the Union and faculty within 10~~
34 ~~days of the adoption of any new or revised policies newly created or revised policies, whether~~
35 ~~at the university, college, or school level, that affect employment relations or working~~
36 ~~conditions. as contemplated by the law. bargaining unit members' working conditions. These~~
37 ~~include policies adopted by deans, heads of schools, the Office of the Vice President for~~
38 ~~Research and Innovation, the Office of the Provost, or the Office of the Senior Vice President~~
39 ~~for Finance and Administration, or designees thereof.~~