

1 UNIVERSITY OF OREGON COUNTERPROPOSAL (5/16/2024)
2 UNITED ACADEMICS COUNTERPROPOSAL (5/2/2024)
3 UNIVERSITY OF OREGON COUNTERPROPOSAL (4/18/2024)
4 UNITED ACADEMICS COUNTERPROPOSAL (4/4/2024)
5 UNIVERSITY OF OREGON COUNTERPROPOSAL (2/29/2024)
6 UNITED ACADEMICS PROPOSAL (2/1/2024)
7
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9 **Document Key**

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

13
14 **Section 1.** Bargaining unit faculty members and the University shall comply with all duly
15 adopted: ~~[insert list formatting for clarity]~~

- 16 a. administrative rules,
17 b. policies, and procedures of the University's ~~governing board~~ Board of Trustees, and
18 the University, and
19 c. ~~with~~ all published unit-level policies.
20

21 Any ambiguity between published unit-level policies and duly adopted policies and
22 procedures of the University's ~~governing board~~ Board of Trustees and/or the University, shall
23 be resolved in favor of the duly adopted policies.
24

25 Any ambiguity between duly adopted policies and procedures of the University's ~~governing~~
26 ~~board~~ Board of Trustees and/or the University and Articles of this Agreement shall be
27 resolved in favor of such Articles.
28

29 **Section 2.** The parties will be bound by practices in effect prior to the effective date of this
30 Agreement, provided that those practices are (1) well-established; (2) concern terms and
31 conditions of employment; (3) significantly affect bargaining unit faculty members; and (4) are
32 consistent with this Agreement and the duly adopted administrative rules, policies, and
33 procedures referenced in Section 1.
34

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