

## Package Response Cover Sheet

The University understands the following proposals as a permissive subject of bargaining under Oregon law. The University is not required to bargain over permissive subjects of bargaining and will not do so with regard to this proposal. If UOSW believes the proposal is a mandatory subject that the University must bargain over under law, the University welcomes that perspective and will discuss the issue if presented with the reasons supporting that position:

[University Ethical Funding \(presented on 8/12/24\)](#)

[Free Speech and Protest \(presented on 8/12/24\)](#)

[Student Absence Policy \(presented on 6/5/24\)](#)

[Union Rights, Sections 4, 6, 9, and 10](#)

[Protection of Our Climate \(presented on 8/12/24\)](#)

[Protection of Our Cultural Programs \(presented on 8/12/24\)](#)

The University is rejecting the following proposals and provisions and will not provide a counterproposal as it does not wish to include this language in the CBA and believes the consequences of it is cost prohibitive for the University:

[Waiver of Fees \(presented on 8/15/24\)](#)

[Shift Meals \(presented on 5/29/24\)](#)

[Pay Cycle \(presented on 5/29/24\)](#)

[Healthcare \(presented on 5/29/24\)](#)

[Tuition Discount \(presented on 6/5/24\)](#)

[Parking \(presented on 6/5/24\)](#)

The University is rejecting the following proposals and provisions and will not provide a counterproposal as it does not wish to include this language in the CBA and believes the interest of the union is already addressed through state and/or federal law or university policy:

[Non-Discrimination, Anti-Harassment, and Anti-Bullying \(presented on 5/29/24\)](#)

[Accommodations in the Workplace \(presented on 7/25/24\)](#)

[Health and Safety \(presented on 6/5/24\)](#)

University of Oregon Management  
September 9, 2024

The University is rejecting the following proposals and provisions and will not provide a counterproposal as it does not wish to include this language in the CBA and believes the consequences of it will create an administrative and/or operational burden:

[Contracting Out and Skimming \(presented on 8/12/24\)](#)