

Package Response Cover Sheet #2

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 these proposals. If UOSW believes these proposals are a mandatory subjects that the University must bargain over under law, the University welcomes communication of that perspective and will discuss the issue if presented with the reasons supporting that position:

Scholarly Work (presented on 10/11/24 with no changes from 8/15/24 proposal)

Free Speech and Protest (presented on 10/11/24 with no changes from 8/12/24 proposal)

Protection of Our Climate (presented on 11/14/24)

Union Recognition (presented on 8/12/24)

The University is rejecting the following proposals and provisions as proposed and will not provide counterproposals as it does not wish to include this language in the CBA. Further, the University believes that the consequences of these proposals are cost prohibitive for the institution:

Pay Cycle (presented on 10/11/24)

The University is rejecting the following proposals and provisions as proposed and will not provide counterproposals as it does not wish to include this language in the CBA. Further, the University believes that the interests of the union are already addressed through state and/or federal law or University policy:

Accommodations in the Workplace (presented on 10/11/24 with no changes from 7/25/24 proposal)