

Tentative Agreement (3/30/2025)

1 UNIVERSITY OF OREGON MEDIATION PACKAGE PROPOSAL (3/28/2025)

2 UNIVERSITY OF OREGON MEDIATION PACKAGE PROPOSAL (3/25/2025)

3 UNIVERSITY OF OREGON MEDIATION PACKAGE PROPOSAL (3/3/2025)

4 UNIVERSITY OF OREGON FINAL OFFER PROPOSAL (2/25/2025)

5 UNIVERSITY OF OREGON PROPOSAL (5/23/2024)

6  
7 Document Key

8 UA new | ~~UA deletion~~ | UO new | ~~UO deletion~~ | Accepted | Deleted | Status Quo | Restored

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10 APPENDIX 1: IMPLEMENTATION AGREEMENTS

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12 The parties have agreed to take certain actions to implement commitments made in the course of  
13 bargaining the successor agreement as provided below.

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15 **Agreement 1: Unit-Level Policies.** The parties agree that the Office of the Provost shall require  
16 the following unit-level policies to be revised through the process specified in Article 4 in order  
17 to be submitted to the Office of the Provost by April 15, 2026~~2025~~. Such revisions should be  
18 developed with attention to the policy development guidelines in Appendix 2 and the relevant  
19 Article(s) of the Agreement:

- 20  
21 • **Career Faculty Review and Promotion (Article 19)**, such revisions should align unit-  
22 level policies with Article 19, remove references to contracts to reflect the expectation of  
23 continuing employment, and align classifications and categories with those in Article 15.  
24 Units that employ faculty in Limited Duration classifications should revise faculty review  
25 policies for relevant classifications and categories consistent with Appendix 2.
- 26  
27 • **Tenured and Tenure-Track Review and Promotion (Article 20)**, such revisions should  
28 align unit-level policies with Article 20. Each Department or Unit must articulate criteria  
29 within their policies that clarify the expectations for faculty activity in research and  
30 scholarship.

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32 Agreement 1 sunsets on June 30, 2027 and will be deleted in its entirety from the CBA.

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34  
35 **Agreement 2: Career Teaching Professor Transition.** To better reflect, distinguish, and  
36 recognize the unique contribution that Career instructional bargaining unit faculty members  
37 bring to their students, classrooms, university, and beyond, the parties agree as follows:

- 38  
39 a. Effective July 1, 2025 (12-month) and no later than September 16, 2025 (9-month) all  
40 bargaining unit faculty members in the Career Instructor and Career Lecturer  
41 classification and categories will be recategorized into the Teaching Professor category at  
42 their equivalent rank (e.g., Instructor to Assistant Teaching Professor, Senior Instructor I  
43 to Associate Teaching Professor, and Senior Instructor II to Teaching Professor) or,  
44 where applicable, the equivalent of their newly awarded promoted rank.
- 45  
46 b. Effective July 1, 2025, Article 15 Classification and Rank in the agreement between the  
47 parties shall be modified as follows:

48

**Tentative Agreement (3/30/2025)**

49           i.    Article 15, Section 3, subsection d, shall be revised to read in full as follows:

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51           TEACHING PROFESSOR: This category can only be used in the Career or  
52           Retired classification. Primary duties are in the area of instruction. Teaching  
53           professor duties may include advising and mentoring responsibilities as well as  
54           possibility of involvement in design and development of courses and the  
55           curriculum. Ranks in this category in ascending order are assistant teaching  
56           professor, associate teaching professor, and teaching professor.

57  
58           ii.   Article 15, Section 3, subsection e, shall be revised to read in full as follows:

59  
60           INSTRUCTOR: This category can only be used in the Visiting, Pro Tem, or  
61           Retired classifications. Primary duties are in the area of undergraduate instruction.  
62           The only rank in this category is instructor.

63  
64           iii.   Article 15, Section 3, subsection f, shall be revised to read in full as follows:

65  
66           LECTURER: This category can only be used in the Visiting, Pro Tem, or Retired  
67           classifications. Primary duties are in the area of graduate instruction and  
68           education. The duties may also include some undergraduate instruction and  
69           mentoring and advising responsibilities, as well as the possibility of involvement  
70           in design and development of courses and the curriculum. Appointments in the  
71           Lecturer category require the terminal degree (or its professional equivalent)  
72           relevant to the appointment, but holding a terminal degree does not by itself  
73           entitle a bargaining unit faculty member to appointment in the Lecturer category.  
74           The only rank in this category is lecturer.

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77   Status of or concerns about implementation of the agreements above or other commitments made  
78   in the body of the parties' successor agreement shall be first discussed in Joint Labor  
79   Management Committee.

80  
81   ~~**Agreement 1: Research Assistant Category Types.** The parties agree that the University will  
82   conduct a review of each position in the Research Assistant category as to determine their type  
83   (A, B, or C) under Article 15, Section 3. Research Assistant positions will be recategorized into  
84   their appropriate type no later than June 30, 2023. No bargaining unit faculty member will have  
85   their salary or rank reduced as a part of this agreement.~~

86  
87   ~~If the review specified above determines the duties of a current Research Assistant position are  
88   more closely aligned with a different research category, a bargaining unit faculty member may  
89   agree to be recategorized into the appropriate category. No bargaining unit faculty member will  
90   have their salary or rank reduced as a part of this agreement.~~

91  
92   ~~Notices of recategorization or reclassification will inform the bargaining unit faculty member  
93   that they may reach out to the Union ([info@uauoregon.org](mailto:info@uauoregon.org)) or the University  
94   ([uoelr@uoregon.edu](mailto:uoelr@uoregon.edu)) if they believe the final determination is in error.~~

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## Tentative Agreement (3/30/2025)

97 **Agreement 2: Unit Level Policies.** The parties agree that the Office of the Provost shall require  
98 the following unit level policies to be revised through the process specified in Article 4 with  
99 attention to the policy development guidelines in Appendix 2 and the relevant Article(s) of the  
100 Agreement:

- 101
- 102
- 103 ● ~~Merit Review, if more than five years old as of June 30, 2022.~~
- 104 ● ~~Professional Responsibilities (Article 17), such revisions should align unit level policies~~  
105 ~~with Article 17 and should be modified as necessary to address the University's goals on~~  
106 ~~diversity, equity, and inclusion with particular focus on course loads of 9 or more.~~  
107 ~~Discussions should include course allocation across terms, preparation time, number of~~  
108 ~~new course development and preparations, number of contact hours, size of classes,~~  
109 ~~teaching load variation, course maximums, and support mechanisms for faculty with~~  
110 ~~heavy teaching loads. Unit faculty approved policy regarding course loads shall be~~  
111 ~~considered by the administration consistent with Article 4 obligations.~~
- 112 ● ~~Career Faculty Review and Promotion (Article 19), such revisions should align unit level~~  
113 ~~policies with Article 19 and should be modified as necessary to address the University's~~  
114 ~~goals on diversity, equity, and inclusion. Units that employ faculty in Limited Duration~~  
115 ~~classifications should revise faculty review policies for relevant classifications and~~  
116 ~~categories consistent with Appendix 2. Revisions will remove references to contracts to~~  
117 ~~reflect the expectation of continuing employment, and classifications and categories must~~  
118 ~~align with those in Article 15.~~
- 119 ● ~~Tenured and Tenure Track Review and Promotion (Article 20), such revisions should~~  
120 ~~align unit level policies with Article 20 and should be modified as necessary to address~~  
121 ~~the University's goals on diversity, equity, and inclusion.~~

122 Units should prioritize their efforts to allow for approval of their merit review policies by June  
123 15, 2023 and all other policies specified above by June 15, 2024.

124

125

126 **Agreement 3: Faculty Service.** Following the work of the University Senate Task Force on  
127 Service, the parties will convene a committee in AY2022-23 to discuss and advance the  
128 equitable distribution of faculty service assignments. Final agreement between the parties, if any,  
129 to modify this Agreement will be specified in an MOU.

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132 **Agreement 4: Paid Family Leave.** The parties will monitor the issuance of final rules by the  
133 Oregon Employment Department regarding HB 2005(2019), Paid Family and Medical Leave  
134 Insurance (PFMLI). The parties agree to discuss the impact of the statute for bargaining unit  
135 faculty members, if any. Such discussion may also include the need for and implementation of a  
136 donated sick leave pool for bargaining unit faculty members. Final agreement between the  
137 parties, if any, to modify this Agreement will be specified in an MOU.

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139

140 **Agreement 5: Childcare Community Partnership Investment Fund.** The parties are  
141 committed to supporting bargaining unit faculty members in caregiving and childcare while  
142 recognizing that broader solutions require broader partnerships. The University will establish a  
143 one-time pool of \$500,000 to help provide necessary start-up and one-time funding to  
144 organizations establishing or expanding childcare services in Eugene, in exchange for guaranteed

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145 ~~spots for UO employees at least 40% of which will be offered first to children of bargaining unit~~  
146 ~~faculty members. Grants from the pool will be determined by the University and informed by a~~  
147 ~~joint committee consisting of representatives from the Union and the University.~~

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149 ~~The parties agree to meet in Fall of 2024 to review the effectiveness and usage of the Travel~~  
150 ~~Support Fund (Article 34 Caregiving, Section 3).~~

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152  
153 **Agreement 6. Career Faculty Internal Equity Study.** ~~The Parties mutually recognize the~~  
154 ~~importance of salary equity and have agreed to the following strategy for Fiscal Year 2023 to~~  
155 ~~identify any salary inequities for Career instructional faculty. The University and UA will~~  
156 ~~appoint representatives to an advisory group to work with an outside consultant on a Career~~  
157 ~~instructional faculty internal equity review. The outcomes of this review will be used by the~~  
158 ~~University in an advisory nature to inform decisions on Career instructional faculty equity.~~

159  
160 ● ~~**Outside Consultant.** During Fall 2022, the University shall issue a "Request for~~  
161 ~~Proposal" (RFP) seeking an external consultant with experience in equity studies within~~  
162 ~~higher education. The Union shall have an opportunity to provide feedback on the RFP,~~  
163 ~~participate in the consultant selection process (e.g. reviewing proposals, viewing~~  
164 ~~presentations), and provide recommendations to the University as to its preference for a~~  
165 ~~consultant. The parties agree that the University has final authority to select the vendor of~~  
166 ~~its choice.~~

167  
168 ● ~~**Study Parameters.** The parties will serve in an advisory capacity with deference to the~~  
169 ~~expertise of the outside consultant in designing a study that incorporates industry wide~~  
170 ~~best practices for evaluating whether internal salary inequities exist within the Career~~  
171 ~~instructional faculty. The parties agree to work with the outside consultant to explore a~~  
172 ~~study that seeks to determine if inequities exist that cannot be explained by legitimate,~~  
173 ~~non-discriminatory reasons such as performance, years of experience, education,~~  
174 ~~discipline, specialization, rank, and position expectations. The study's parameters~~  
175 ~~ultimately shall be decided by the University, with input from the Union.~~

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177 ● ~~**Access to Faculty Information.** The parties expressly agree that the consultant will have~~  
178 ~~access to demographic, salary, and other relevant faculty information in order to complete~~  
179 ~~the equity study.~~

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182 ● ~~**Study Results.** The parties agree that they expect the study to be completed by June 30,~~  
183 ~~2023. The University agrees to provide the Union a summary of the findings of the equity~~  
184 ~~study and the Union will provide recommendations to the University for salary equity~~  
185 ~~considerations for bargaining unit faculty members based on the report. Final~~  
186 ~~determinations regarding the assessment of salary equity will be made by the University.~~

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189 **Agreement 7. Tenure Reduction Plan.** ~~The parties will negotiate on Article 31: Tenure~~  
190 ~~Reduction Plan in Fall 2022 with the intent to agree to an MOU that will replace Article 31 by~~  
191 ~~December 31, 2022. If no MOU is agreed to by December 31, 2022 the University's Article 31:~~

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192 ~~Phased Retirement proposal (June 15, 2022) will go to UA members for ratification in January~~  
193 ~~2023 with new sign-ups ending January 1, 2024 for the Tenure Reduction Option (Section 4).~~

**Tentative Agreement (3/30/2025)**

*Nathan Whalen*

Nathan Whalen (Mar 30, 2025 20:38 PDT)

Mar 30, 2025

**Nathan Whalen, United Academics**



Mar 30, 2025

**Chris Meade, University of Oregon**