



NOTICE TO EMPLOYEES
POSTED BY ORDER OF THE
STATE OF OREGON
EMPLOYMENT RELATIONS BOARD

PURSUANT TO AN ORDER of the Employment Relations Board (Board) in Board Case No. UP-023-25, *University of Oregon Student Workers Union v. University of Oregon*, and in order to effectuate the policies of the Public Employee Collective Bargaining Act, we hereby notify our employees that the Board found the University committed unfair labor practices in violation of ORS 243.672(1)(a) by: (1) announcing its intent to charge striking Resident Assistants (RAs), on the business day after the strike started, the full cost of room and board for the remainder of the term, with interest accruing, if not paid within 10 days; (2) by charging striking RAs' student billing accounts the cost of their room and a standard meal plan, initially for the full remainder of the term and later changed to room and board for the 10 days of the strike; and (3) by suspending striking RAs' meal plans and accrued points. To remedy these violations, the Board ordered the University to:

1. Cease and desist from violating ORS 243.672(1)(a).
2. Reverse or refund prorated housing and meal plan charges assessed against or withheld from RAs for any and all days on which the RA was not scheduled to work an on-call shift or attend a scheduled meeting.
3. Post this notice for 30 days in prominent places where Union-represented employees are likely to see it within 10 days of the date of the Board's order.
4. Distribute this notice by email to all Union-represented employees within 10 days of the date of the Board's order.

EMPLOYER

Dated October 8, 2026.

By: 

Title: Chris Meade, Senior Director of Employee and Labor Relations

THIS IS AN OFFICIAL NOTICE AND MUST NOT BE DEFACED

This notice must remain posted for 30 consecutive days from the date of posting in each employer facility in which bargaining unit personnel are likely to see it. This notice must not be altered, defaced, or covered by any other materials. Any questions concerning this notice or compliance with its provisions may be directed to the Employment Relations Board, 1225 Ferry Street S.E., Salem, Oregon, 97301-3807, phone 503-378-3807, ERB.Filings@ERB.oregon.gov.