UNITED ACADEMICS COUNTERPROPOSAL (5/23/2024)
UNIVERSITY OF OREGON COUNTERPROPOSAL (5/16/2024)

Document Key
UA new | UA deletion | UO new | UO deletion | Accepted | Deleted | Status Quo | Restored

ARTICLE 6. POLICIES AND PRACTICES

Section 1. Bargaining unit faculty members and the University shall comply with all duly adopted:

- a. administrative rules,
- b. policies, and procedures of the University’s governing board Board of Trustees, and the University, and
- c. with all published unit-level policies.

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

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

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

Section 3. The University will notify the Union of any new or revised policies passed by the Board of Trustees or signed by the President within 10 days of their adoption. Furthermore, consistent with ORS243.698, the University will notify the Union and faculty within 10 days of the adoption of any new or revised policies, whether at the university or college, or school level, that affect employment relations or working conditions, as contemplated by the law. These include policies adopted by deans, heads of schools, the Office of the Vice President for Research and Innovation, the Office of the Provost, or the Office of the Senior Vice President for Finance and Administration, or designees thereof.