GROUND RULES AGREEMENT
between
THE UNIVERSITY OF OREGON
and
UNITED ACADEMICS, AAUP-AFT LOCAL 3209

The parties agree to the following ground rules for negotiations for the collective bargaining agreement between the University of Oregon (University) and United Academics, AAUP-AFT (Union):

1. Scheduling
   a. The parties’ current collective bargaining agreement is scheduled to expire on June 30, 2024 and commence formal negotiations by February 1, 2024.
   b. The parties agree that neither party will request state mediation services or invoke ORS 243.712 until the parties have met for at least 20 negotiation sessions.
   c. The parties agree that they will hold negotiation sessions at least two times a month for no less than three hours per month. By mutual agreement, the parties may have longer sessions or may combine one or more monthly session(s) into a longer session that may count as multiple sessions. The lead negotiators will exchange emails verifying that a longer single session should count as multiple sessions. Should bargaining need to continue past June 15th, parties agree to discuss a summer pause of negotiations until Fall term or an alternate schedule.
   d. If either party caucuses for more than 45 minutes in a single three-hour session, the other party can declare that the session will not count toward the 20 sessions described above.
   e. The parties will target to exchange new proposals on economic provisions by March 14, 2024. It is understood that fiscal certainties may delay economic proposals past that target date, but each party will endeavor in good faith to meet the target. The parties agree to hold at least eight negotiation sessions after both parties have exchanged proposals on economic provisions before either party may request state mediation services or invoke ORS 243.712.
   f. The parties will share the cost of bargaining and caucus space.
   g. Any and all aspects of the above can be modified by mutual agreement at any time.

2. Lead Negotiators
   Each bargaining team will include a lead negotiator who shall be empowered to engage in bargaining and bargain to conclusion. The lead negotiators will be responsible for maintaining team conduct and shall serve as primary spokespersons at the table.

3. Negotiations
   Negotiations will be held in person, except by mutual agreement. Observers will be allowed to the extent space allows and will be allowed through Zoom, if set up by either party, where they will be able to watch the session, but not participate or appear by chat,
audio, or video. Each team may arrange for non-team members to speak to specific issues at the table with 48 hours’ notice to the other team’s lead negotiator or by mutual agreement.

If either party believes the presence of observers is interfering with productive, good faith bargaining, their lead negotiator may call a caucus. The lead negotiators will then confer and attempt to resolve the issue. Both parties acknowledge that the goal of the session is a good faith productive exchange of views with the other party. The parties may mutually agree to proceed with bargaining without observers for a designated period of time.

4. Proposals

All proposals and counter-proposals will be in writing and sent to a designated person from each party in the form of a PDF and/or Word format; preferably, before the beginning of each session and shared on the screens while they are being discussed. If not already provided, a Word version of the proposal will be provided to the lead negotiator of the other bargaining team (or designee) within 24 hours of the bargaining session.

5. Tentative Agreements

After each Article is finalized and agreed upon, the Union’s lead negotiator will electronically sign the Tentative Agreement and send a copy to the University’s Lead Negotiator. The University’s lead negotiator will also electronically sign the Tentative Agreement. The parties are bound by tentative agreements (unless otherwise agreed to) subject to ratification/approval by their constituents when a comprehensive tentative agreement is reached.

6. Information Requests

Reasonable information requests necessary for negotiations will be made in writing and directed to the chief negotiator for each party. The information will be provided in accordance with the collective bargaining agreement.

7. Caucuses

Each bargaining team may, after informing the other team, adjourn to a caucus room for a reasonable time.

8. Continuation

The parties agree that the current collective bargaining agreement, scheduled to expire on June 30, 2024, will remain in effect until the Public Employees Collective Bargaining Act (PECBA) dispute resolution process is completed.

9. Code of Conduct

a. The parties are expected to conduct themselves professionally and to interact respectfully.

b. No person (including observers) may make an audio, video, or any other recording of a bargaining session or broadcast, live stream or otherwise
distribute recorded content to any other person or entity. Nothing in this section
prohibits anyone from taking notes, sharing summaries, or posting proposals.

c. Any behavior by bargaining team members not expressly prohibited by these
rules shall be deemed acceptable behavior so long as it remains within the
confines of good faith bargaining.

10. Ground rules control

These ground rules supersede the provisions of Article 45 of the current agreement and
supersede the timeline for invoking mediation as provided under ORS 243.712, which is
hereby waived.

For the University

Chris Meade, Lead Negotiator

For the Union

Nathan Whalen

Nathan Whalen, Lead Negotiator

Nathan Whalen (Jan 31, 2024 15:18 PST)
<table>
<thead>
<tr>
<th>Event</th>
<th>Date</th>
<th>Time</th>
<th>IP Address</th>
</tr>
</thead>
<tbody>
<tr>
<td>Document created by Dan Currier (<a href="mailto:dcurrier@uoregon.edu">dcurrier@uoregon.edu</a>)</td>
<td>2024-01-31</td>
<td>9:52:41 PM GMT</td>
<td>128.223.174.87</td>
</tr>
<tr>
<td>Document emailed to <a href="mailto:whalen@uauoregon.org">whalen@uauoregon.org</a> for signature</td>
<td>2024-01-31</td>
<td>9:53:35 PM GMT</td>
<td></td>
</tr>
<tr>
<td>Document emailed to Chris Meade (<a href="mailto:cmeade@uoregon.edu">cmeade@uoregon.edu</a>) for signature</td>
<td>2024-01-31</td>
<td>9:53:35 PM GMT</td>
<td></td>
</tr>
<tr>
<td>Email viewed by <a href="mailto:whalen@uauoregon.org">whalen@uauoregon.org</a></td>
<td>2024-01-31</td>
<td>9:53:42 PM GMT</td>
<td>74.125.209.65</td>
</tr>
<tr>
<td>Email viewed by Chris Meade (<a href="mailto:cmeade@uoregon.edu">cmeade@uoregon.edu</a>)</td>
<td>2024-01-31</td>
<td>9:56:54 PM GMT</td>
<td>104.47.51.126</td>
</tr>
<tr>
<td>Document e-signed by Chris Meade (<a href="mailto:cmeade@uoregon.edu">cmeade@uoregon.edu</a>)</td>
<td>2024-01-31</td>
<td>10:47:29 PM GMT</td>
<td>184.171.78.234</td>
</tr>
<tr>
<td>Signer <a href="mailto:whalen@uauoregon.org">whalen@uauoregon.org</a> entered name at signing as Nathan Whalen</td>
<td>2024-01-31</td>
<td>11:18:35 PM GMT</td>
<td>174.174.33.39</td>
</tr>
<tr>
<td>Document e-signed by Nathan Whalen (<a href="mailto:whalen@uauoregon.org">whalen@uauoregon.org</a>)</td>
<td>2024-01-31</td>
<td>11:18:37 PM GMT</td>
<td>174.174.33.39</td>
</tr>
<tr>
<td>Agreement completed.</td>
<td>2024-01-31</td>
<td>11:18:37 PM GMT</td>
<td></td>
</tr>
</tbody>
</table>