

1 UNIVERSITY OF OREGON COUNTERPROPOSAL (2/29/2024)
2 UNITED ACADEMICS PROPOSAL (2/1/2024)

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4 Document Key

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

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7 ARTICLE 8. PERSONNEL FILES

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9 The purpose of this Article is to specify the means of implementation of ORS 352.226.

10
11 **Section 1.** The University’s maintenance of bargaining unit faculty members’ personnel files
12 and personnel records and a bargaining unit faculty member’s access to those files and records
13 shall be in accordance with established university policy.

14
15 **Section 2.** A bargaining unit faculty member shall have the right to inspect each of their three
16 evaluative files upon reasonable request during normal operating hours and may be
17 accompanied at the location of the file by a representative of their own choice.

18
19 A bargaining unit faculty member shall have the right to receive a copy of each of their three
20 evaluative files within ten days of a reasonable request at no cost to the bargaining unit faculty
21 member.

22
23 Access to personnel files as described in this section are subject to the limitations of applicable
24 state and federal laws.

25
26 **Section 3.** A bargaining unit faculty member shall have the right to inspect ~~of~~ each of their
27 personnel records, including records kept by the Office of Investigations and Civil Rights
28 Compliance, upon reasonable request during normal operating hours and may be accompanied
29 at the location of the record by a representative of their own choice.

30
31 A bargaining unit faculty member shall have the right to receive a copy of each of their
32 personnel records, including records kept by the Office of Investigations and Civil Rights
33 Compliance, which has probable or potential relevance to an active grievance. For requests
34 pursuant to this provision, 2.5 hours of the highest compensated chargeable staff time related to
35 the production of these documents will be waived. All records requests related to a single
36 grievance will be combined for purposes of the fee waiver.

37
38 If requested records are not produced within 21 days, the active grievance shall be ~~paused-tolled~~
39 until the records are produced, although the grievant can end the ~~pause tolling~~ at any time and
40 proceed with the grievance. A bargaining unit faculty member shall have the right to receive a
41 copy of any investigation report used as a basis of discipline against the faculty member at no
42 cost.

43
44 Access to personnel records as described in this section ~~is are~~ subject to the limitations of
45 applicable state and federal laws.

46
47 **Section 4.** A bargaining unit faculty member is entitled to submit, for placement in personnel

48 files or records, evidence rebutting, correcting, amplifying, or explaining any document
49 contained therein.

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51 **Section 5.** If a bargaining unit faculty member should become aware that their personnel file
52 contains errors of fact or omission, the bargaining unit faculty member may petition, in writing,
53 the Office of the Provost to remove or correct the information. ~~Completion of S-such corrections~~
54 ~~shall be made within 14 days and communicated to the bargaining unit faculty member. s-upon~~
55 ~~completion of such corrections.~~ If the Office of the Provost determines that the faculty
56 member's petition shall be denied, they shall communicate the reasoning behind the denial.
57 ~~Such denials are grievable under Article 22.~~