

LETTER OF AGREEMENT

Between  
Graduate Teaching Fellows Federation, Local 3544 ("Union")  
And  
The University of Oregon ("University")

This letter provides additional clarification and modifies Article 18 "Classifications" of the collective bargaining agreement.

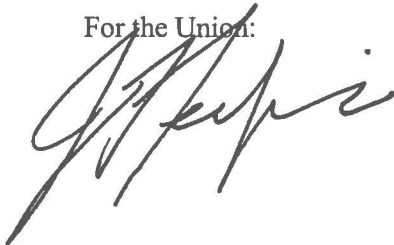
1. Graders:

- a. Under Article 18 – Classifications, Graduate Employees (GEs) hired as "graders" can be classified into either the Instructor or Administrative categories.
- b. For future classification, GEs hired for the purpose of imparting knowledge, which may be done through grading and assessing student performance involving feedback and/or corrective comments, office hours, discussion sections and similar activities, will be classified as Instructors.
- c. GEs hired for positions with the primary purpose of grading and assessing student performance and that do not involve feedback, corrective comments, or specialized knowledge to perform will be classified as Administrative.

2. Researchers:

- a. For purposes of Article 18 – Classifications, GEs hired as Researchers shall have the same obligations as Instructors and no others. The clarification below effectuates this change.
- b. For the purpose of the Federal Fair Labor Standards Act and having no bearing on their membership in the Union, graduate students who are engaged in research under a faculty member's supervision in the course of obtaining a degree are in an educational relationship with the University. As such, they are not entitled to overtime under Federal law. The Union and University also agree that graduate students who are engaged in research under a faculty member's supervision in the course of obtaining a degree are not entitled to overtime under Oregon state law and, to the extent it is applicable, hereby explicitly waive the provisions of Oregon Revised Statutes 653.268.

For the Union:



Date:

May 31, 2017

For the University:



Date:

6/8/17