



UNIVERSITY OF OREGON



To Our Classified Employees and their Supervisors:

In March of this year we sent you an update on the status of the project to redesign the classification system for classified employees represented by SEIU Local 503 (“SEIU”).

That update, and documents related to the project, may be accessed at:

<https://usse-oregon.org/labor-relations/classification-compensation-study>

We decided in March to respect SEIU’s wishes to wait until reopener negotiations to negotiate a new compensation structure before allocating employees to the new classification system.

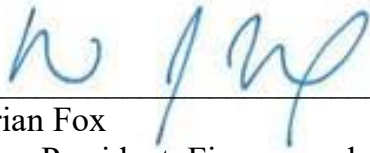
Recently we have been in communication with SEIU to determine their willingness to commit to the merit-based compensation system we proposed in a December, 2015 memorandum to SEIU. The merit-based compensation system was essential to the success of the agreed-upon classification system, and worked by collapsing the current salary ranges for the classifications into one salary range for each new classification, with salary bands and control points for each competency level within each salary range. In the December memorandum we said that if SEIU supported the proposed merit-based compensation system, the Universities would negotiate with SEIU for an across-the-board COLA and a merit pool during the upcoming economic reopener.

SEIU recently informed us that they could not commit to the merit-based system we proposed and, as a result, we have decided to suspend the classification and compensation project.

As we noted in March, we owe a debt of gratitude to the University and SEIU members of the Classification and Compensation Advisory Committee (“CCAC”) who have spent countless hours leading and working on this project. It is quite possible that, in the future, we will reconvene the project. In the event we do, we will once again call upon the CCAC to move the project forward.

Respectfully,

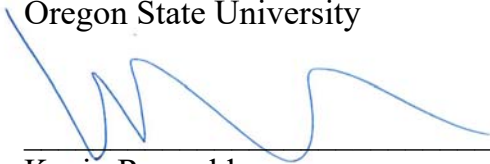
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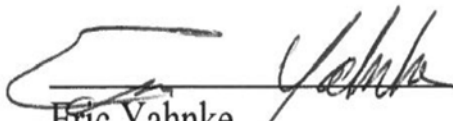
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