

EMPLOYMENT RELATIONS BOARD

OF THE

STATE OF OREGON

Case No. RC-006-23

(REPRESENTATION)

UNIVERSITY OF OREGON STUDENT )  
 WORKERS, )  
 )  
 Petitioner, )  
 )  
 v. )  
 )  
 UNIVERSTIY OF OREGON, )  
 )  
 Respondent. )  
 \_\_\_\_\_ )

ORDER CERTIFYING  
 EXCLUSIVE REPRESENTATIVE  
 (ELECTION RESULTS)

On April 7, 2023, Petitioner University of Oregon Student Workers (UOSW) filed a petition under ORS 243.682(1) and OAR 115-025-0031(1) to request an election to be certified as the exclusive representative for a bargaining unit of certain student employees of the University of Oregon (University).

On May 19, 2023, Respondent University filed timely objections to the petition. The matter was assigned to Administrative Law Judge (ALJ) Jennifer Kaufman to conduct a hearing on the objections to the petition. *See* ORS 243.682(1)(b); OAR 115-025-0063(7). ALJ Kaufman set the hearing for July 19 and 20, 2023. On July 18, 2023, UOSW advised ALJ Kaufman that the parties had agreed to enter into a consent election agreement and that a hearing would not be necessary.

On September 13, 2023, the parties entered into a consent election agreement to hold an electronic-ballot election from October 5, 2023, through October 24, 2023. That consent election agreement also stipulated to the appropriate bargaining unit (described below) and the eligible voters. By the deadline of October 24, 2023, 1085 valid ballots were cast.

On October 25, 2023, the Election Coordinator received and reviewed the final tally of 1,055 ballots cast for UOSW and 30 ballots cast for no representation. Thirteen provisional ballots were also cast and set aside; because those ballots will not affect the outcome of the election, they will not be resolved. *See* OAR 115-025-0072(1)(b)(C); OAR 115-025-0073(2)(b). On that same date (October 25, 2023), the Election Coordinator provided the parties

with the tally of ballots. OAR 115-025-0073(1). Objections to the conduct of the election (or conduct affecting the results of the election) were due within ten days of furnishing the ballot tally to the parties (*i.e.*, by November 6, 2023). OAR 115-025-0075(1)(a). No objections were filed. Accordingly, it is certified that:

UNIVERSITY OF OREGON STUDENT WORKERS

is the exclusive representative of the following bargaining unit:

“All student employees of the University of Oregon (meaning all employees holding any position designated as a ‘student employee’ position in the University’s [Enterprise Resource Planning (ERP)] system, as well as resident assistants), with the following exclusions: The bargaining unit excludes all supervisory and confidential employees, as well as employees holding positions that are included in other bargaining units under existing certification or recognition clauses. The bargaining unit also excludes any ‘short-term’ position, meaning a position that has an intended duration of less than 30 calendar days of compensable work.”

DATED: November 7, 2023.



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Adam L. Rhynard, Chair



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Shirin Khosravi, Member



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Benjamin O'Glasser, Member

This Order may be appealed pursuant to ORS 183.482.