

1 UNITED ACADEMICS COUNTERPROPOSAL (5/23/2024)  
2 UNIVERSITY OF OREGON COUNTERPROPOSAL (5/16/2024)  
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6 Document Key

7 UA new | ~~UA deletion~~ | UO new | ~~UO deletion~~ | Accepted | Deleted | Status Quo | Restored  
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9 ARTICLE 6. POLICIES AND PRACTICES

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11 Section 1. Bargaining unit faculty members and the University shall comply with all duly  
12 adopted: ~~{insert list formatting for clarity}~~

- 13 a. administrative rules,  
14 b. policies, and procedures of the University's ~~governing board~~ Board of Trustees, and  
15 the University, and  
16 c. ~~with~~ all published unit-level policies.  
17

18 Any ambiguity between published unit-level policies and duly adopted policies and  
19 procedures of the University's ~~governing board~~ Board of Trustees and/or the University, shall  
20 be resolved in favor of the duly adopted policies.  
21

22 Any ambiguity between duly adopted policies and procedures of the University's ~~governing~~  
23 ~~board~~ Board of Trustees and/or the University and Articles of this Agreement shall be  
24 resolved in favor of such Articles.  
25

26 Section 2. The parties will be bound by practices in effect prior to the effective date of this  
27 Agreement, provided that those practices are (1) well-established; (2) concern terms and  
28 conditions of employment; (3) significantly affect bargaining unit faculty members; and (4) are  
29 consistent with this Agreement and the duly adopted administrative rules, policies, and  
30 procedures referenced in Section 1.  
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32 Section 3. The University will notify the Union of any new or revised policies passed by the  
33 Board of Trustees or signed by the President within 10 days of their adoption. ~~Furthermore, €~~  
34 ~~consistent with ORS243.698, the The University will notify the Union and faculty within 10~~  
35 ~~days of the adoption of any new or revised policies newly created or revised policies, whether~~  
36 ~~at the university or, college, or school level, that affect employment relations or working~~  
37 ~~conditions. as contemplated by the law. bargaining unit members' working conditions. These~~  
38 ~~include policies adopted by deans, heads of schools, the Office of the Vice President for~~  
39 ~~Research and Innovation, the Office of the Provost, or the Office of the Senior Vice President~~  
40 ~~for Finance and Administration, or designees thereof.~~