

University of Oregon Management Proposal

June 5, 2026

(Track changes reflects modifications of the original cba language)

ARTICLE 3. UNION RIGHTS

Section 1. The Union shall have the right to communicate at all times with its members and the members of the bargaining unit and to schedule meetings among said members without interference from University or departmental administrators, provided such actions do not interfere with the normal teaching, research, or administrative duties of Graduate Employees (GEs).

Section 2. The University agrees to include in all appointment letters a requirement that the GE consent to disclosure of certain information to the Union as a condition of employment. The GE appointment letter will also include consent to release certain information to the Union that is not a condition of employment. A model of the specific language of the consent and release that the University agrees to incorporate in GE appointment letters is set forth in [APPENDIX A](#).

The University will deliver the information to the Union in accordance with the schedule set forth in [APPENDIX A](#) for GEs who have consented. Information about individual GEs provided to the Union by the University will be used by the Union only for the internal business of the Union and, as necessary, provided to the Union's Health and Welfare Trust for insurance administration.

Student identification numbers will be used by the Union only for matters related to payroll deduction and insurance administration. The Union agrees it will not disclose this information without express written authorization from individual GEs.

Section 3. GE representatives elected or otherwise designated by the Union to represent it for official functions shall be granted time off with pay, collectively not to exceed a total of twenty (20) days annually, to attend such functions. No more than three (3) GEs in any one department shall take such leave at the same time. The GE requesting time off shall notify the unit head in writing twenty-one (21) calendar days prior to taking such leave. In the event of an emergency and with the agreement of the unit head, a lesser period is acceptable. Leaves shall not be taken for more than five (5) consecutive days. The designated GE representative will arrange, if necessary, for a substitute acceptable to the department, or arrange to complete assigned work at another time, whichever is appropriate, at no financial cost to the University.

The ~~University shall provide the~~ Union with shall have the right to purchase from the University six (6) terms of FTE releases per academic year at the start of fall term. These releases may be used by no more than two (2) individual GEs in any academic term, and the release shall cover a 0.49 FTE for that term for the purposes of conducting union business, including, but not limited to, contract administration, grievances, and participation in the governance of the Union, or its state and national affiliates. GEs may not be from the same department in a given term and the GEs who utilize this release may change term-to-term but not during the term. The full cost of these releases (salary, tuition, fees, insurance, and OPE) shall be paid to the University before the commencement of the term in which the releases are used.

The Union will notify the University and the GE's department of the particular GEs who shall receive such release time. Such notice will be provided as far in advance as possible to permit

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adequate coverage of assignments.

Section 4. The GTFF will be permitted to make a presentation at the “Teaching Effectiveness Workshop for GEs” on behalf of the Union for the purpose of identifying the organization's representation status, organization benefits, facilities, related information, and distributing and collecting membership information. This time is not to be used for discussion of labor/management disputes. The Division of Graduate Studies will provide the GTFF reasonable notice of the place, time, and agenda of this workshop.

Section 5. The GTFF will be permitted to make a presentation at the Department Heads’ Retreat put on by the Provost’s Office and at the New Faculty Orientation put on by Academic Affairs each fall. This presentation shall be for the purpose of introducing attendees to GTFF representatives, making the Union available to answer any questions attendees may have, and explaining the role the GTFF plays in representing GEs. This time is not to be used for discussion of labor/management disputes. The Division of Graduate Studies will provide the GTFF with reasonable notice of the place and time of these meetings.

Section 6. ~~If the Division of Graduate Studies hosts a campus orientation for GEs, the~~ GTFF shall be allowed 50 minutes ~~at a campus orientation for GEs, administered by the Division of Graduate Studies.~~ This presentation shall be for the purpose of introducing attendees to GTFF representatives, making the Union available to answer any questions attendees may have, and explaining the role the GTFF plays in representing GEs. This time is not to be used for discussion of labor/management disputes. The Division of Graduate Studies will provide the GTFF with reasonable notice of the place and time of the Division of Graduate Studies orientation. The Union may request space in a department to meet with new GEs during GE orientation pursuant to [ARTICLE 5](#). If a department does not specifically schedule GEs to attend the Division of Graduate Studies orientation, the GTFF shall be allowed 30 minutes at a department GE meeting.

Section 7. The Union may request representation on any campus, department, college, school, or employing unit standing committee that impacts this Collective Bargaining Agreement or the terms and conditions of GE employment. If Employee & Labor Relations becomes aware of a committee that impacts this Collective Bargaining Agreement it shall inform the Union in writing of any unfilled positions designated for GEs on any such committee.

Section 8. The Union shall receive a credit from the University for information requests in the amount of \$3,000 per calendar year that can be used to pay actual costs to the University. The \$3,000 credit shall not roll over between years.

The Union shall make PECBA related information requests of the University to uoelr@uoregn.edu. The University may request clarification from the Union and shall endeavor to complete information requests within thirty business days. The parties can mutually agree to pause these timelines and such an agreement will not be unreasonably withheld by either party.

Section 9. The Union agrees not to file any grievance or unfair labor practice charges against the

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University regarding the provision of employee information (ORS 243.804 (4)) or authorized dues deductions (243.806), without first providing the University notice of a dispute and sufficient information for the University to understand and research the dispute. Following the provision of notice and the required information underlying the dispute the University shall have no less than 60 days to cure the issues identified by the notice. If the University cures the issues identified by the notice, the Union agrees that it will not file either a grievance or an unfair labor practice charge and waives its right to such filings with regard to the specific issues identified in the notice.