

University of Oregon Management Proposal

June 5, 2026

(Track changes reflects modifications of the original cba language)

ARTICLE 4. DUES DEDUCTION

Section 1. Upon written request on a form to be provided by the Union, members of the Union may have regular monthly dues deducted from their paychecks. The form and any changes to it will be sent to the University for review. Final versions of the form will be determined by the Union. The Union will notify the University no later than the 15th of the month prior to the month in which any changes in regular monthly dues rate are to take effect. Prior to a vote on proposed changes to Union dues, the Union shall consult with the University to determine if the proposed changes are either impossible to implement or if implementation would pose an excessive burden on University systems. Within ten days of the consult, the University may propose alternative options that meet the Union's needs and the Union will consider these alternative options prior to the vote. The Union may grieve if the University 1) fails to propose alternatives or 2) fails to implement the dues change. The University may grieve if the Union votes for and presents a dues change that is impossible to implement or poses an excessive burden.

Section 2. Changes in the membership list shall be provided to the University (payroll@uoregon.edu) by the Union at the earliest possible time after the GE indicates that a change in membership status is desired. Dues authorizations provided to the University by the Union at least two days prior to time entry are normally processed in time for that month's pay. A good faith effort will be made by the University to process dues authorizations received during time entry. Dues authorizations provided to the University following the closing of time entry will normally be processed in time for the following pay period. Notification of a change in status received directly by the University from a GE is void. The Union shall forward promptly notice of such changes to the University and shall hold harmless the University from any liability for the Union's failure to so notify. If cancellation notice is given by the member directly to the University, the University shall notify the Union promptly that such cancellation has been made.

Section 3. The University will, in the month following the deduction, send payment to the Union for the total amount so deducted accompanied by a listing identifying the members for whom the deductions are being paid.

Section 4. GEs who are Union members and who, for any reason, temporarily discontinue their status as a GE with the University shall, upon their return to University employment as a GE, be reinstated as members of the GE Union following notice provided by the Union to the University.

The University, upon written authorization from the GE, will deduct voluntary contributions to the Union's COPE fund from the GE's monthly paychecks. The amount to be deducted shall be that amount designated by the GE in a voluntary written authorization. This amount is to be a continuing monthly deduction until such time as the GE requests cancellation of the COPE deduction in writing. A GE whose status as an employee is temporarily discontinued (excluding summer term), shall, upon return to University employment, complete a new COPE authorization form. The sum of all monies so deducted shall be remitted to the Union in the month following the deduction, together with a list of employees from whom the voluntary

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contributions were deducted and the amount deducted from each.

Section 5. The Union and the University agree that the rights of non-association of any employee based on bona fide religious objections shall be protected in accordance with applicable state law.

Section 6. The Union agrees to accept listings referenced in this Article in a format which is readily available to University Administration. Should the University encounter additional costs attributable to a change in structural reprogramming, that expense shall be borne equally by the University and the Union. Such changes may only be requested once during the contract period.

Section 7. The Union shall indemnify and hold the University harmless from all actions taken by the University in compliance with this Article.

Section 8. The Union shall maintain documentation of Union membership for each employee who has authorized the University to deduct dues to be remitted to the Union. The documentation must include a signed membership or dues authorization card or other clear and compelling evidence that the employee has affirmatively agreed to have dues deducted by the University. The Union shall provide digital copies of all existing signed membership or dues authorization cards to the University. Each academic term the Union shall provide to the University digital copies of all new membership cards received for that term. The Union shall notify the University immediately when a member withdraws from Union membership or revokes authorization for dues deduction.