

University of Oregon Management Proposal

July 29, 2026

(Track changes reflects modifications of the original cba language)

ARTICLE 19. SUMMER TERM

Section 1. Graduate students who do not require academic credit to satisfy program or degree requirements, or who find that needed or required courses are not offered in summer term, may be appointed to summer term GE positions. Those who receive such summer GE appointments are exempt from the graduate credit enrollment requirement of [ARTICLE 23](#).

Section 2. The workload or FTE for summer term appointments will be specified in the summer section GDRS (see [ARTICLE 9](#), Section 4). During the summer term, GEs may be appointed on overload at an FTE level that exceeds 0.49 with the approval of the Division of Graduate Studies. This agreement establishes minimum pay levels, but not the maximum pay levels that Departments or employing units may pay GEs during the summer term.

Section 3. Summer GE Appointments

GE Summer Appointments are equivalent to academic year GE assignments with respect to minimum FTE, salary rates ([ARTICLE 22](#)), tuition and fee waivers ([ARTICLE 23](#)), and the standard 5% cost share for health insurance ([ARTICLE 24](#)).

Section 4. Summer Instructional Appointment Considerations

Recognizing the variability of summer course registration, employing units may take the following steps to establish summer appointments:

- a) Ask GEs to indicate interest in summer work at any time during the academic year.
- b) Issue a “tentative summer offer,” if they believe work will be available during the summer, which can be made contingent on sufficient enrollment in a course or sufficient funding for non-instructional work. Tentative summer offers shall include the required minimum course enrollment number and the date of decision whether the course will run.

Tentative summer offers can be rescinded without penalty up to four weeks prior to the start of the summer session in which the work is scheduled to commence. If a tentative offer is rescinded later than four weeks prior to the start of the summer session in which the work is scheduled to commence, the GE will be entitled to a payment of \$300.00 in consideration of work performed preparing for the assignment.

Except in extraordinary circumstances, offers of summer appointment shall be issued no later than one week prior to the start of the summer session in which the work is scheduled to commence. The rescission of accepted offers of summer appointment is governed by [ARTICLE 17](#).

Section 5. Summer Tuition Waivers and Fees

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Graduate students who held GE appointments in any two quarters of the preceding academic year, shall be granted tuition waivers for enrolling in Summer term classes to meet the requirements for their degree.

Tuition waiver recipients under this Section shall be responsible for sixty-five percent (65%) of University wide Mandatory Enrollment summer Fees and one hundred percent (100%) of All Other Fees (except matriculation), as outlined by the Office of the Registrar, associated with enrollment in classes used to meet requirements for their degree. Tuition waiver recipients and GEs shall be responsible for all tuition and associated fees when enrolled solely in classes not meeting the requirements for their degree.

Section 6. Each May, the contract administrator will send a notice to all current GEs and a notice to all GE hiring units outlining the major provisions of this article and reminding notice recipients that GEs are allowed to enroll for summer term and will receive the summer tuition waiver as outlined in this article. Employing units and supervisors shall not discourage GEs from summer enrollment or from accessing any other contractual benefit.