

UNITED ACADEMICS COUNTERPROPOSAL (February 29, 2024)

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ARTICLE 34. CAREGIVING

Section 1. Caregiving Support within the Contract. The University is committed to supporting bargaining unit faculty members in addressing their caregiving needs. Support in the contract includes:

- a. Consideration of caregiving responsibilities in scheduling (Article 17);
- b. Clock stoppage allowances for pregnancy or adoption for all tenure-related reviews (Article 20);
- c. Health insurance benefits (Article 27);
- d. Leaves (Article 32).

Section 2. Caregiving Support

- a. **Care.com.** Bargaining unit faculty members will have membership access to **care.com** to support caregivers in identifying individualized care providers and support.
- b. The University will continue to provide and maintain the UO Care Provider Network.

Section 3. Travel Support Fund. Each year the University will ~~contribute~~ ~~create a pool of~~ \$150,000 ~~to the Travel Support Fund~~ to provide financial awards to bargaining unit faculty members to mitigate the impacts of university travel on their families. Expenses covered by this fund may include any incremental cost that a bargaining unit faculty member bears due to the need to travel, including but not limited to additional dependent care at home; the cost of transporting the dependent as well as a caregiver to a conference or meeting location; on-site dependent care at a conference or meeting; expenses related to storing and shipping expressed milk during travel; etc. Awards from the pool can be up to \$1,000 each academic year per bargaining unit faculty member. Applications will typically be submitted at least (four) 4 months prior to the anticipated trip and allocations announced (three) 3 months prior to travel. Any funds remaining from a given year will be added to the pool amount in the subsequent year. ~~A report of funds requested, funds distributed, and applications denied will be provided to the Union at the end of the fiscal year.~~

Section 4. Remote Teaching and Work. In cases of inclement weather or other emergencies that cause closures of local school districts while the University of Oregon remains open, bargaining unit faculty members with caregiving needs may work remotely for the duration of the closure.

~~Bargaining unit faculty members with instructional responsibilities who encounter a health crisis for themselves or an immediate family member may teach one quarter remotely through remote~~

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1 synchronous or asynchronous teaching if they are able to accomplish their work without
2 interruption or sacrifice of work quality. With the agreement of the department or unit head, the
3 remote arrangement may continue as needed.

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5 Non-teaching bargaining unit faculty members who encounter a health crisis for themselves or
6 an immediate family member will be able to work remotely for three months if they are able to
7 accomplish their work without interruption or sacrifice of work quality. With the agreement
8 of the PI or supervisor, the remote arrangement may continue as needed.

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10 During periods of remote work, bargaining unit faculty members remain subject to applicable
11 university policies and procedures, collective bargaining agreements, and federal and state
12 laws. Performance expectations do not change as a result of remote work arrangements.
13 Bargaining unit faculty members with flexible work arrangements are subject to the established
14 criteria and process for performance evaluation and shall not be penalized for working remotely.

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16 **Section 5. Parking.** Bargaining unit faculty members who demonstrate caregiving and end-of-
17 pregnancy needs are eligible to receive no-cost daily parking permits for their exclusive use for a
18 timeframe mutually agreed upon between the faculty member and their unit or department head.

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