

1 UNITED ACADEMICS COUNTERPROPOSAL (5/16/2024)
2 UNIVERSITY OF OREGON COUNTERPROPOSAL (5/2/2022)

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5 Document Key

6 UA new | ~~UA deletion~~ | UO new | ~~UO deletion~~ | Accepted | Deleted | Status Quo | Restored

7
8 *[UO proposes to retain current release amounts under Section 1 and accept subsection c. in*
9 *exchange for acceptance of d. by UA.]*

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11 ARTICLE 11. RELEASE TIME
12

13 Section 1. The University shall provide the Union with ~~16~~ 20 course releases and ~~0.3~~ 0.5 non-
14 instructional annualized FTE of release time each academic year, where non-instructional FTE is
15 understood to apply to research appointments, appointments in the libraries, or service. Such
16 release time may be used for the purposes of conducting union business, including, but not
17 limited to, contract administration, grievances, and participation in the governance of the
18 Union's state and national affiliates. Utilization of release time under this article by a bargaining
19 unit faculty member will not negatively impact their reviews. The Office of the Provost shall
20 have the final authority to approve or deny requested release, which approval shall not be
21 unreasonably withheld. Release requests must conform with the following:

- 22 a. ~~1-~~ No more than one bargaining unit faculty member may be released for this purpose
23 from any department or unit at one time unless approved in writing by the Office of the
24 Provost, which approval shall not be unreasonably withheld.
- 25 b. ~~2-~~ No more than a total of three releases consisting of any combination of course releases
26 and FTE (0.1 FTE increments) are allowed under this Article ~~Section~~ for an individual
27 ~~tenure-related~~ bargaining unit faculty member in the Tenured and Tenure Track
28 classification in a given academic year. No more than a total of five releases consisting
29 of any combination of course releases and FTE (0.1 FTE increments) are allowed under
30 this Article ~~Section~~ for an individual ~~Career or Limited Duration~~ bargaining unit faculty
31 member in the Career classification in a given academic year.
- 32 c. ~~3-~~ Course releases for union service shall not be taken as non-instructional FTE ~~service~~
33 release unless the Union ~~bargaining faculty member~~ makes such a request.
- 34 d. ~~4-~~ Releases for bargaining unit faculty members appointed with an annualized FTE of
35 0.50 FTE or less may only be granted ~~released~~ under Section 4 ~~of not be released under~~
36 ~~this Article~~.

37
38 ~~Release request denials may not be grieved.~~

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40 Section 2. For each of the two terms prior to the expiration of the Agreement, the University
41 shall provide an additional six course releases and 0.3 non-instructional FTE per term of release

42 time for distribution to the Union’s negotiating team for preparation for and attendance at
43 negotiation sessions.

44
45 **Section 3.** The Union will notify the University of the particular faculty members who shall
46 receive release time. Such notice will typically be provided at least 21 days in advance of the
47 date for class schedule production and shall be no later than 21 days prior to the close of the class
48 schedule review phase. The University will confirm release requests within 30 days.

49

Term	Class Schedule Production*	Class Schedule Review Phase*
Fall	January 15	April 30
Winter	June 30	October 31
Spring	October 15	January 31
Summer	December 15	February 28

50 *Approximate dates.

51

52 The parties agree that non-instructional FTE cannot be used for course releases and such release
53 time should be structured to minimize the impact on students.

54

55 **Section 4.** The Union may also purchase up to an additional five courses not to exceed 25 credits
56 of release time, or an equivalent amount of FTE for non-instructional faculty (where 4 credits of
57 course release equals 0.1 FTE), each academic year. No more than one bargaining unit faculty
58 member may be released for this purpose from any department or unit at one time, or from a
59 department from which a bargaining unit faculty member has been released under Section 1 or 2
60 above, unless approved in writing by the Office of the Provost, which approval shall not be
61 unreasonably withheld. The Office of the Provost shall have the final authority to approve
62 requested course releases, which approval shall not be unreasonably withheld. The Union will
63 notify the University by May 15 as to whether and how many course releases are being
64 purchased for the following academic year. The University will inform the Union of the amount
65 to be charged for the requested release(s), based on salary, OPE, and recovery of facilities and
66 administrative costs. The Union will reimburse the University for that amount in exchange for
67 the course release.