

1 UNIVERSITY OF OREGON COUNTERPROPOSAL (2/29/2024)
2 UNITED ACADEMICS PROPOSAL (2/1/2024)

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4 Document Key

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

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7 ARTICLE 6. POLICIES AND PRACTICES

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9 Section 1. Bargaining unit faculty members and the University shall comply with all duly
10 adopted: *[insert list formatting for clarity]*

- 11 a. administrative rules,
12 b. policies, and procedures of the University's ~~governing board~~ Board of Trustees; and
13 the University, and
14 c. ~~with~~ all published unit-level policies.

15
16 Any ambiguity between published unit-level policies and duly adopted policies and
17 procedures of the University's ~~governing board~~ Board of Trustees and/or the University; shall
18 be resolved in favor of the duly adopted policies.

19
20 Any ambiguity between duly adopted policies and procedures of the University's ~~governing~~
21 ~~board~~ Board of Trustees and/or the University and Articles of this Agreement shall be
22 resolved in favor of such Articles.

23
24 Section 2. The parties will be bound by practices in effect prior to the effective date of this
25 Agreement, provided that those practices are (1) well-established; (2) concern terms and
26 conditions of employment; (3) significantly affect bargaining unit faculty members; and (4) are
27 consistent with this Agreement and the duly adopted administrative rules, policies, and
28 procedures referenced in Section 1.

29
30 Section 3. The University will notify the Union of any new or revised policies passed by the
31 Board of Trustees or signed by the President within 10 days of their adoption. ~~Consistent with~~
32 ~~ORS243.689, the The University will notify the Union of any new or revised policies newly~~
33 ~~created or revised that affect employment relations as contemplated by the law. bargaining unit~~
34 ~~members' working conditions implemented by deans, heads of schools, the Office of the Vice~~
35 ~~President for Research and Innovation, the Office of the Provost, or the Office of the Senior~~
36 ~~Vice President for Finance and Administration, or designees thereof within 10 days of their~~
37 ~~implementation.~~