

October 31, 2019

Dear Heather,

I am writing on behalf of UAOSU's Organizing Committee and its bargaining team. As you are no doubt well aware, it is unusual for an administration to send a wage package proposal directly to the bargaining unit membership while the two parties are engaged in negotiations. I understand from my conversation with you prior to the last bargaining session that the administration wants a response to your proposal within three days. However, neither the Memorandum of Understanding offered at the table, nor the wage package offered by Provost Feser via email contained this expectation, so I am not certain to whom we are supposed to respond. Therefore, please forward this message to whomever needs to receive it.

The Organizing Committee has met to consider the administration's proposal. The conversation was wide-ranging and thorough, and identified several aspects of the proposal that were troubling. It is unclear how many faculty would be ineligible for a raise on the basis of having not had a review. There is a lack of clarity regarding which standard makes a faculty member eligible for a raise (your offer includes two different standards). No apparent effort has been made to address inequities that arose from past iterations of this wage program. Most significantly, the Organizing Committee was deeply troubled that the administration would seek to exclude a significant part of the bargaining unit from raises without offering any explanation for this action. Had the administration chosen instead to pursue a more regular approach to making a wage offer, our bargaining team would have had the opportunity to ask several questions that would have helped tremendously in making a decision about this proposal. Of course, we were not given that opportunity, having been given only three days to make a decision.

The Organizing Committee is very concerned by the way the administration has chosen to proceed with this offer. When OSU's faculty formed their union, they purposefully chose to unite their diverse voices when speaking on matters related to wages and working conditions. Through the mechanisms of Oregon state law and the bargaining ground rules to which our two parties agreed, the bargaining team of United Academics represents that voice. By providing the bargaining team with only a short and vague MOU, and then, only a few hours later, sending the actual wage offer directly to the bargaining unit members, you bypassed the united voice of the faculty.

Given these concerns and more, the Organizing Committee voted unanimously to have the bargaining team continue negotiating a fair wage package for all United Academics faculty. We look forward to continuing our discussions with you on November 8.

Sincerely,

Dave Cecil
UAOSU Lead Negotiator