

1 UNITED ACADEMICS PROPOSAL

2  
3 UNION RIGHTS

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5 **Section 1.** United Academics may use university facilities according to current applicable  
6 building use policies. United Academics is responsible for ensuring availability, making all  
7 necessary arrangements, and paying all necessary fees.

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9 **Section 2.** United Academics will advise the Employer, in writing, of all elected officers and  
10 alternates who have been designated by the Union. This list shall be updated and sent to the  
11 Employer within a reasonable time following any changes. **The Employer will advise United**  
12 **Academics, in writing, of all supervisors, Deans or Equivalents, and Senior Administrators in the**  
13 **Provost’s Office. This list shall be updated and sent to United Academics within a reasonable**  
14 **time following any changes.**

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16 **Section 3.** United Academics shall have the right to communicate with its members and the  
17 members of the bargaining unit, including use of university email, provided such communication  
18 does not unduly interfere with the work duties of a bargaining unit member. Communications  
19 between bargaining unit members about union matters should not unduly interfere with  
20 university operations, students, other employees, or members of the public.

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22 **Section 4.** United Academics shall have the right to make a presentation and distribute  
23 information at ~~the Human Resources~~ orientations that include new bargaining unit members. The  
24 presentation shall be for the purpose of introducing attendees to the union and its role in  
25 representing bargaining unit members. The presentation will not be used for discussion of  
26 labor/management issues or disputes.

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28 **Section 5:** ~~In addition to the release time described in Article XX, D~~ designated United  
29 Academics ~~elected officers~~ **representatives**, ~~with prior approval from a supervisor,~~ shall be  
30 granted ~~flexibility in scheduling work to allow~~ reasonable time **during their regularly scheduled**  
31 **work hours** for:

- 32 a. investigating and processing grievances **and other workplace complaints** on behalf of  
33 United Academics;
- 34 b. attending investigatory meetings and/or due process hearings involving represented  
35 employees; ~~and~~
- 36 c. **participating in or preparing for proceedings under the Public Employee Collective**  
37 **Bargaining Act (ORS 243.650 to 243.782), or that arise from a dispute involving a**  
38 **collective bargaining agreement, including arbitration proceedings, administrative**  
39 **hearings, and procedures before the Employment Relations Board;**
- 40 d. acting as a representative of United Academics in the act of collective bargaining;
- 41 e. **attending labor-management meetings;**
- 42 f. **providing information regarding a collective bargaining agreement to newly hired**  
43 **employees at employee orientations or at any other meetings that may be arranged for**  
44 **new employees; and**
- 45 g. **testifying in a legal proceeding in which they have been subpoenaed as a witness.**

- 1 **Section 6.** The Employer shall provide information for all members of the bargaining unit  
2 delivered on the ~~following dates: October 16, January 16, April 16, and July 16.~~ **first day of**  
3 **every month.** This information will be provided ~~within ten (10) days, or as soon as practicable,~~ at  
4 no cost to the Union and in a mutually agreeable format. The list shall include the following  
5 information:
- 6 a. First name **in use by the bargaining unit member**
  - 7 b. Last name **in use by the bargaining unit member**
  - 8 c. Middle name or initial **in use by the bargaining unit member**
  - 9 d. University ID number
  - 10 e. Job title
  - 11 f. Name of the faculty member's supervisor
  - 12 g. Home department or unit
  - 13 h. Pay department or unit
  - 14 i. Work location
  - 15 j. Office phone number
  - 16 k. Email address
  - 17 **l. Classification**
  - 18 **m. Rank**
  - 19 n. ~~Title~~ **Rank** effective date
  - 20 o. Length of service
  - 21 p. Job start and end date
  - 22 q. Appointment basis (9- or 12- month)
  - 23 r. Annual salary rate
  - 24 s. Appointment percentage
  - 25 t. Job status (Leave or Active)
  - 26 u. Job type (Primary, Secondary)