

1 Oregon State University Proposal
2 November 13, 2019

3 Union Rights

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

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

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

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

21 **Section 5.** ~~In addition to the release time described in Article II, d~~ Designated United Academics
22 representatives, **by prior arrangement with a supervisor**, shall be granted reasonable time during their
23 regularly scheduled work hours for:

24 (a) investigating and processing grievances and other workplace complaints on behalf of United
25 Academics;

26 (b) attending investigatory meetings and/or due process hearings involving represented
27 employees;

28 (c) participating in or preparing for proceedings under the Public Employee Collective Bargaining
29 Act (~~ORS 243.650 to 243.782~~), or that arise from a dispute involving a collective bargaining
30 agreement, including arbitration proceedings, administrative hearings, and procedures before the
31 Employment Relations Board;

32 (d) acting as a representative of United Academics in the act of collective bargaining;

33 (e) attending labor management meetings;

34 (f) providing information regarding a collective bargaining agreement to newly hired employees
35 at employee orientations or at any other meetings that may be arranged for new employees; and

36 (g) testifying in a legal proceeding in which they have been subpoenaed as a witness.

1 ~~Section 6.~~ The Employer shall provide United Academic with an annual release time pool equivalent to
2 three 12-month full-time positions for the purposes of conducting union business, including, but not
3 limited to, contract administration, grievances, and participation in United Academic's governance,
4 including its state and national affiliates.

5 ~~Section 2.~~ For each of the two terms prior to the expiration of this Agreement, the Employer shall provide
6 an additional pool of two 12-month full-time positions for distribution to the University Academics
7 negotiating team for the purposes of preparation and attendance of negotiating sessions.

8 ~~Section 3.~~ United Academics may purchase the equivalent of up to two 12-month full-time positions each
9 academic year for the purposes of conducting union business, including, but not limited to, contract
10 administration, negotiations, and grievances. **In order for any one unit not to bear a disproportionate**
11 **burden of the release, no more than two individuals from any single academic unit shall be released at**
12 **any one time.** United Academics will reimburse the Administration at the appropriate **buyout salary and**
13 **benefit** rate. ~~Section 4.~~ **In order to permit adequate coverage of work assignments,** United Academics will
14 notify the Employer, **by the first working day two terms prior to the release** as far in advance as possible,
15 of the particular bargaining unit members who shall receive release time ~~in order to permit adequate~~
16 ~~coverage of work assignments.~~ In situations where a bargaining unit member receives less than a full
17 release for a given term, they will work with their immediate supervisor to determine which portions of
18 their work will be released.

19 ~~Section 5.~~ Service for University Academics will count as university service for the purposes of annual
20 review, promotion, and tenure decisions.

21 **Section 67.** **By the fifth business day of each month,** ~~the~~ Employer shall provide information **about** ~~for~~ all
22 members of the bargaining unit ~~delivered the first day of each month.~~ This information will be provided
23 at no cost to the Union and in a mutually agreeable format. The list shall include the following information:

- 24 a. First name in use by the faculty member
- 25 b. Last name in use by the faculty member
- 26 c. Middle name or initial in use by the faculty member
- 27 d. University ID number
- 28 e. Job title
- 29 f. Name of the faculty member's supervisor
- 30 g. Home department or unit
- 31 h. Pay department or unit
- 32 i. Work location
- 33 j. Office phone number
- 34 k. Email address
- 35 l. Classification
- 36 m. Rank
- 37 n. Rank effective date
- 38 o. Length of service
- 39 p. Job start and end date
- 40 q. Appointment basis (9- or 12- month)
- 41 r. Annual salary rate
- 42 s. Appointment percentage

- 1 t. Job status (Leave or Active)
- 2 u. Job type (Primary, Secondary)