



**NOTICE TO EMPLOYEES**  
**POSTED BY ORDER OF THE**  
**STATE OF OREGON**  
**EMPLOYMENT RELATIONS BOARD**

PURSUANT TO AN ORDER of the Employment Relations Board (Board) in Case No. UP-021-18, *United Academics of Oregon State University v. Oregon State University*, and in order to effectuate the policies of the Public Employee Collective Bargaining Act (PECBA), we hereby notify our employees that the Board found that Oregon State University committed an unfair labor practice in violation of ORS 243.672(1)(i), which prohibits a public employer or its designated representative from violating ORS 243.670. Specifically, ORS 243.670(2)(a) provides, in relevant part, that a public employer may not “[u]se public funds to support actions to assist, promote or deter union organizing[.]”

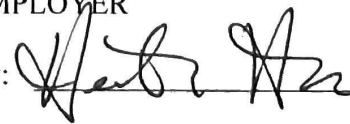
The Board concluded that the totality of OSU’s conduct, which included soliciting questions from employees and changing some of those questions, answering some questions with non-factual information including advice, using the FAQ webpage to respond to a newspaper article, and publishing such questions and answers from March to July 2018 on its FAQ webpage, was sufficient to demonstrate that OSU attempted to influence faculty members’ decisions regarding whether to support union representation by United Academics. Accordingly, OSU used public funds to support actions to “assist, promote or deter union organizing” in violation of ORS 243.670(2)(a), and thus ORS 243.672(1)(i).

To remedy this violation, the Employment Relations Board ordered OSU to:

1. Cease and desist from violating ORS 243.672(1)(i).
2. Post this notice for 30 days in prominent places where Union-represented employees are employed.
3. Distribute this notice by email to all Union-represented employees within 10 days of the date of the Board’s order.
4. Pay the Union a civil penalty of \$3.00 within 30 days of the date of the Board’s order.

Dated May 4, 2020

EMPLOYER

By: 

Title: Associate Vice Provost / Senior Director

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**THIS IS AN OFFICIAL NOTICE AND MUST NOT BE DEFACED**

*This notice must remain posted for 30 consecutive days from the date of posting in each employer facility in which bargaining unit personnel are employed. This notice must not be altered, defaced, or covered by any other materials. This notice must also be electronically distributed (such as by email) to all bargaining unit personnel. Any questions concerning this notice or compliance with its provisions may be directed to the Employment Relations Board, 528 Cottage Street N.E., Suite 400, Salem, Oregon, 97301-3807, phone 503-378-3807.*