

## Answers to questions you may have about the September 18, 2013 tentative agreement

The University of Oregon and United Academics have reached a tentative agreement on a first-time collective bargaining agreement demonstrating a joint commitment to advancing excellence at the University. The agreement was developed through collective bargaining over the last 10 months. It reflects many, many proposals and counterproposals addressing 45 Articles, and prompting questions about the content of the final product. What follows are answers to some of the questions that have been raised to date:

### Q. When do faculty members get their raises?

A. The tentative agreement must first be ratified by the bargaining unit faculty members. The Union has scheduled a ratification meeting on Oct. 8th. Salary increases for FY 13 and increases already accrued for FY 14 will be paid as soon as possible after ratification. Other salary increases will be paid as they come due throughout the term of the contract. The following chart illustrates the timing and type of raises that will be implemented:

UO/UA tentative agreement on salaries

Implement 2014			Implement 2015	
TTF	FY13:	1.5% ATB	FY15:	1.5%ATB
	FY14:	1.5% ATB	FY15:	3.5% Merit
	FY14:	2.0% Merit	FY15:	1.5% Equity
NTTF	FY13:	1.5%ATB	FY15:	1.5%ATB
	FY14:	1.5% ATB	FY15:	3.5% Merit
	FY14:	2.0% Merit		
	FY14:	2.0% Floors		

Average total raises over this contract for TTF (with compounding) will be 11.9% and average total raises for NTTF (with compounding) will be 12.4%.

### Q. What are some of the benefits contained in this tentative agreement?

A. The University will continue to pay 95% of the cost of the health insurance premiums for eligible faculty and their dependents.

New parents will receive six weeks paid parental leave and a term of modified duty upon their return. Faculty who are using the OUS tuition discount to send a child to an OUS university will have access to an additional tuition discount for a second child enrolled in an undergraduate program at the University of Oregon.

Career NTTF at the first rank will have at least two year contracts after their first four years in rank, and Career NTTF who promote to the middle rank will have at least three year contracts. Faculty employed

at less than .5 FTE (and thus do not earn paid sick leave) will not have their pay reduced for non-FMLA qualifying absences due to illness. Adjunct positions generally will be limited to three years, unless there are pedagogical or programmatic reasons to continue a position as adjunct. Faculty currently in adjunct positions for more than three years will have their circumstances reviewed to determine whether they will move to a Career NTTF appointment.

**Q. Do the raises and other benefits contained in the agreement extend to non-bargaining unit faculty members?**

A. Yes. The University plans to extend benefits offered to United Academics to non-represented faculty, including a minimum 8% salary increase at future promotion. Beginning in July 2014, subject to approval by our Board of Trustees, benefits will also include six weeks' leave for new parents and reduced tuition for a second child enrolled in a UO undergraduate program.

**Q. Does that mean that all full-time faculty members will receive the \$350 one-time payment this fall?**

A. The agreement provides for a one-time \$350 payment to full-time faculty who are members of the bargaining unit. The one-time payment for part-time faculty will be pro-rated. The University will provide that same one-time payment to all non-represented faculty.

**Q. Blog posts and emails have suggested the University of Oregon wants the right to read private, personal emails, what happened on this issue?**

A. Those blogs and emails were not correct. The University never proposed to read faculty's personal emails or information. Rather, the University sought access to work related emails and documents stored on a private computer when necessary to comply with state or federal public records laws. Under Oregon's public records law, an employee's work-related emails or documents are public records and may be subject to disclosure in response to a public records request, even if the emails or documents are created and stored on a private computer. The tentative agreement states: "Bargaining unit faculty members will provide the University documents not created or stored on university information assets as required to comply with federal or state public records disclosure statutes."

**Q. What happened with proposals on shared governance?**

A. The principle of shared governance is important to President Michael Gottfredson and received much attention and debate over the past several months. On Sept. 12th, bargaining teams for the Union and the University tentatively agreed to a shared governance article that strongly affirms the faculty's role in shared governance, including at the department or unit level. The article also requires that non-tenure track faculty have a significant role in shared governance at the department and unit level.

**Q. Is the University of Oregon trying to take away the right of faculty to work as outside consultants?**

A. No. The University proposed language that sets policy about consulting activity that is consistent with practice and policy at other major research universities across the country. In order to address concerns expressed at the table and to avoid holding up the resolution of the collective bargaining agreement, the

University agreed to maintain current policies and to discuss any changes to current policy at a later time.

**Q. What happened with NTTF salaries and contracts?**

A. As described above, the tentative agreement includes longer contracts, up to three years, for career non-tenure track faculty. The tentative agreement provides NTTF with across the board raises, money specifically for NTTF merit increases, and money to establish salary floors for career NTTF. The agreement also provides for a raise of at least 8% for NTTF upon future promotions to a higher rank.

**Q. Why couldn't the UO give more for salaries?**

A. The tentative agreement is carefully structured to reward meritorious work and to begin to address concerns about equity among tenure track and tenured faculty, and salary floors for NTTF. At the same time, the University must avoid promising more than is fiscally responsible, given all of the competing needs across the university. Under this tentative agreement, faculty members will receive pay raises ranging, on average, from 5% to 7% in FY14 and another 5% to 6.5% in FY15. During the same period, the UO is limited to raising resident undergraduate tuition by no more than 3.5% per year.

**Q. Won't faculty salaries remain far below our peers and AAU comparators?**

A. The salary package -- which includes across-the-board raises, merit increases, promotion raises and money for tenure track and tenured faculty equity and NTTF salary floors -- will move faculty salaries in the right direction. It is also important to look at total faculty compensation (salary + benefits). When benefits are included the gap closes substantially between the University and our comparator universities.

**Q. What's next?**

A. There is some work still to do to prepare the tentative agreement for the union ratification vote on Oct. 8th. The contract takes effect following that vote. Watch this site for updates.