

September 20, 2013

To: University of Oregon faculty members

From: Scott Coltrane, Interim Provost

On September 18th, the University of Oregon and United Academics reached a tentative agreement on a first-time collective bargaining agreement. The Union has scheduled a ratification vote of the bargaining unit faculty members for Oct. 8th. The contract will be effective through June 30, 2015.

Both bargaining teams worked diligently over the last 10 months to reach an agreement that reflects our joint commitment to support academic excellence and advance the University of Oregon as a major public research university. The tentative agreement invests in faculty at all levels, promotes academic freedom and research, and reinforces faculty members' roles in shared governance.

Throughout the past several months, the University has repeatedly voiced its commitment to treating all faculty similarly, regardless of whether they are represented by United Academics. That means the University plans to extend benefits offered to United Academics to non-represented faculty, including a minimum 8% salary increase at future promotion and, beginning in July 2014, subject to approval by our Board of Trustees, six weeks' leave for new parents and reduced tuition for a second child enrolled in a UO undergraduate program.

The salary package included in the tentative agreement includes across-the-board raises, money for merit increases, and money to address equity issues affecting tenure track faculty and to establish salary floors for non-tenure track faculty:

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%.

Following ratification, the agreement also 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 as well.

There has also been some misunderstanding by the media about what the tentative agreement means for non-tenure track faculty contracts. For all Career NTTF with non-funding contingent appointments in the first rank in each classification, the agreement provides for contracts of at least one-year in length for the first four years in rank, followed by a minimum of two-year contracts. All faculty in the middle or highest rank in each Career NTTF classification whose contracts are not funding-contingent will have at least 3-year contracts.

Drafting a first-time agreement is always a lengthy and complex process. It's expected that faculty members will have more questions or need for clarification. You have my word that I will do whatever I can to get those questions answered. Also, look for ongoing communications and FAQs on the UO/UA negotiations website: <http://uo-ua.uoregon.edu/>.