



1 UNITED ACADEMICS PROPOSAL

2
3 ARTICLE 4
4 POLICIES AND PRACTICES
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6 **Section 1.** Bargaining unit faculty members and the University Administration shall
7 comply with all duly adopted administrative rules, policies and procedures of the
8 University's governing board, the Oregon University System, the University, and with all
9 published unit-level policies.

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11 Any conflict between published unit-level policies and duly adopted policies and
12 procedures of the University's governing board, the Oregon University System, and the
13 University shall be resolved in favor of the duly adopted policies.

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15 Any conflict between duly adopted policies and procedures of the University's governing
16 board, the Oregon University System, and the University and Articles of this Agreement
17 shall be resolved in favor of such Articles.

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19 **Section 2.** The parties will be bound by practices in effect prior to the effective date of
20 this Agreement, provided that those practices are (1) well-established; (2) concern terms
21 and conditions of employment; (3) significantly affect bargaining unit faculty; and (4) are
22 consistent with this Agreement and duly adopted policies in Section 1.