



UNITED ACADEMICS PROPOSAL

PREAMBLE

This Agreement, entered into as of the date of ratification, is between the University of Oregon and United Academics, American Association of University Professors - American Federation of Teachers, AFL-CIO.

The University of Oregon (~~referred to throughout as the University~~) is the institution of higher education which employs the University of Oregon faculty. The University of Oregon is represented by designees of the President (~~referred to throughout as the University Administration~~), who is charged by law with the responsibility to manage and administer the affairs of the institution.

United Academics (referred to throughout as the Union) is composed of the faculty of the University (except those excluded by law). United Academics is ~~represented by delegates elected by the faculty, and by the AAUP and the AFT, who by law, are the~~ exclusive representatives of the faculty for purposes of negotiating the terms and conditions of their employment ~~with~~ at the University of Oregon.

The intent and purpose of this Agreement is to establish the working conditions of the bargaining unit faculty members, to further bargaining unit faculty members' pursuit of excellence and innovation in education, research and service at the University of Oregon and to ensure the success and academic excellence of the University.

The parties recognize that good faith collective bargaining is a means of achieving this purpose and that such collaboration will contribute to the interests of the University of Oregon.