



## UNITED ACADEMICS PROPOSAL

### PREAMBLE

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

~~The intent and purpose of this Agreement is both to establish the working conditions of the faculty and to ensure the success and academic excellence of the University.~~

The intent and purpose of this Agreement is to establish working conditions that allow the faculty to pursue excellence and innovation in education, research and service at the University of Oregon.

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.