



UNITED ACADEMICS PROPSAL

ARTICLE 1 RECOGNITION

Pursuant to the memorandum of understanding entered into by the parties on April 24, 2012, and the subsequent certification by the Oregon Employment Relations Board dated April 27, 2012, the University Administration voluntarily recognizes the Union as the sole and exclusive representative of all members of the bargaining unit described as: all full-time and part-time research and instructional faculty employed by the University of Oregon, which includes tenure-related faculty, non-tenure-track faculty, adjunct faculty, post-retired or emeritus faculty, library faculty, and officers of research, including research assistants, research associates, and postdoctoral scholars, but excluding (1) all supervisors, including but not limited to the President, the Provost, Vice Presidents, Vice Provosts, Associate Vice Provosts, Assistant Vice Provosts, Deans, Associate Deans, Assistant Deans and Department Heads; (2) all Law School faculty; (3) and (3) all confidential employees.