



**UNITED ACADEMICS PROPOSAL**

**ARTICLE 1  
RECOGNITION**

Pursuant to the certification by the Oregon Employment Relations Board dated April 27, 2012, the Administration recognizes the Union as the sole and exclusive representative of all members of the bargaining unit, including all full-time and part-time research and instructional faculty employed by the Administration, 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, as established in the certification for the purposes of collective bargaining on matters of employment relations as defined by law.