UNIVERSITY COUNTERPROPOSAL
7-10-13

ARTICLE 4
POLICIES AND PRACTICES

Section 1. Bargaining unit faculty members and the University Administration shall comply with all duly adopted administrative rules, policies and procedures of the University’s governing board, the Oregon University System, and the University policies including all policies recorded in the University Policy Library, all policies adopted in accordance with Policy 01.00.01 (Policy Statements: Development and Management), and all published unit-level policies, except to the extent they conflict with the express terms of this Agreement. The parties will not be bound by practices established prior to in effect as of the effective date of this Agreement, provided that those practices are (1) well-established; (2) concern terms and conditions of employment; (3) and significantly affect bargaining unit faculty. Other past practices shall be binding maintained only except by mutual agreement of the parties.

Section 2. Any ambiguities between University policies and practices as described in Section 1 and Articles of this Agreement shall be resolved in favor of such Articles.