

1 UNIVERSITY COUNTERPROPOSAL

2 7-10-13

3
4 ARTICLE 4
5 POLICIES AND PRACTICES
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7 **Section 1.** Bargaining unit faculty members and the University Administration shall
8 comply with all duly adopted administrative rules, policies and procedures of the
9 University's governing board, the Oregon University System, and the
10 University ~~University policies including all policies recorded in the University Policy~~
11 ~~Library, all policies adopted in accordance with Policy 01.00.01 (Policy Statements;~~
12 ~~Development and Management), and all published unit level policies,~~ except to the extent
13 they conflict with the express terms of this Agreement. The parties will not be bound by
14 practices established prior to in effect as of the effective date of this Agreement, provided
15 that those practices are (1) well-established; (2) concern terms and conditions of
16 employment; (3) and significantly affect bargaining unit faculty. Other pPast practices
17 shall be binding maintained only except by mutual agreement of the parties.
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19 **Section 2.** Any ambiguities between University policies and practices as described in
20 Section 1 and Articles of this Agreement shall be resolved in favor of such Articles.
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