| 1  | UNIVERSITY COUNTERPROPOSAL  |
|----|---|
| 2  | 5-21-13   |
| 3  |   |
| 4  | PREAMBLE  |
| 5  |   |
| 6  | This Agreement, entered into as of the date of ratification, is between the University of           |
| 7  | Oregon and United Academics, American Association of University Professors -                        |
| 8  | American Federation of Teachers, AFL-CIO.   |
| 9  |   |
| 10 | The University of Oregon (referred to throughout as the University) is the institution of           |
| 11 | higher education which employs the University of Oregon faculty. The University is                  |
| 12 | represented by designees of the President-(referred to throughout as the University                 |
| 13 | Administration), who is charged by law with the responsibility to manage and administer             |
| 14 | the affairs of the institution.   |
| 15 |   |
| 16 | United Academics (referred to throughout as the Union) is composed of the faculty of the            |
| 17 | University (except those excluded by law). United Academics is, by law, the exclusive               |
| 18 | representative of the <u>bargaining unit</u> faculty <u>members</u> for purposes of negotiating the |
| 19 | terms and conditions of their employment with the University-of Oregon.                             |
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| 21 | The intent and purpose of this Agreement is to establish the working conditions of the              |
| 22 | bargaining unit faculty members, to further bargaining unit faculty members' pursuit of             |
| 23 | excellence and innovation in education, research and service at the University of Oregon            |
| 24 | and to ensure the success and academic excellence of the University.                                |
| 25 |   |
| 26 | The parties recognize that good faith collective bargaining is a means of achieving this            |
| 27 | purpose and that such collaboration will contribute to the interests of the University of           |
| 28 | Oregon.   |
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