**Academy for Academic Personnel Administration**

**Fall 2014**

**Round Table Report**

**1. Institution Information**

Name of Institution/System:

University of Oregon

Eugene, OR

Name and Title of Individual Responding:

Bill Brady

Senior Director, Employee and Labor Relations

541.346.2305

wbrady@uoregon.edu

**2a. Description of Faculty Bargaining Unit(s) – Size and Composition**

All faculty (approx. 2000) including tenured, tenure-track, non-tenure track, adjunct, research faculty, librarians, post-doctoral fellows. Supervisors (mostly PIs) and Department Heads are excluded.

Bargaining Agent: United Academics (AAUP)

Date of First Contract:

July 1, 2013 through June 30, 2015

**Web address of current contract:**

<http://academicaffairs.uoregon.edu/sites/academicaffairs1.uoregon.edu/files/Final_Collective_Bargaining_Agreement.pdf>

**3. Activity Report (e.g., status of current agreement or negotiations, details of last contract settlement, etc.):**

The parties are still working through full implementation of the first agreement.

The inaugural contract included requirements that individual academic and research units create 8 policies including: (1) internal governance; (2) NTTF professional responsibility (workload); (3) TTF professional responsibility (workload); (4) NTTF promotion and evaluation; (5) TTF promotion and tenure; (6) Summer session; (7) merit and equity salary increase criteria; and (8) professional development funds. Each policy must be drafted by the faculty with initial guidance and ultimate approval resting with the Provost/Dean. Since the signing of the agreement in Fall 2013, only 2 policies are complete and 2 are underway.

Negotiations for the successor agreement will begin in January 2015.

**4. Special or noteworthy happenings (e.g., relevant arbitration or court decisions, organizing campaigns, labor agency decisions, etc.)**

UO has failed to reach an agreement in negotiations with its graduate teaching and research fellows union which has about 1500 members. In late October 2014, the GTFF voted to authorize a strike and the parties are currently in a statutory “cooling off” period. The faculty contract has specific language about covering for striking graduate students and the parties do not agree as to what circumstances would allow UO to force a faculty member to cover for a striking grad student. Strike planning is continuing with a likely strike date of the last two weeks of the fall term.

**5. Special happenings related to fiscal issues (e.g., salary reductions, health and dental insurance costs, reductions in force, early retirement programs, program consolidation or elimination, etc.):**

The UO president has publically announced a desire to hire 150 additional tenure-track faculty members.

As UO is mostly tuition revenue driven, the next round of negotiations will be a challenge financially. The inaugural contract included significant salary increases all in an effort to “catch up” for past years of stagnation. Percentage increases were a mix of ATBs (1.5% per year), merit pools (2%-3.5%), and equity pools to address compression (1.5%). The agreement also reclassified many adjuncts to career instructors and raised salary floors. UO will not be able to match those numbers moving forward.