UNITED ACADEMICS PROPOSAL

ARTICLE 12. FACILITIES and SUPPORT

Section 1. The University shall provide bargaining unit faculty members with facilities, equipment, and services appropriate to the performance of their job duties and conducive to performing their duties in a professional atmosphere. Bargaining unit faculty members will not be expected to work for more than 30 minutes in a university facility that is warmer than 85 degrees Fahrenheit (30 degrees Celsius) or colder than 60 degrees Fahrenheit (15.5 degrees Celsius), unless working in extreme temperatures is a part of their job description.

Section 2. The University shall provide Officers of Instruction instructional faculty with a university email address, a mailbox, a computer, a computer, access to a telephone number and voicemail, reasonable office space and desk space, and reasonable access to a telephone, a computer, storage space in an office or similar location that locks, a printer, a copier, private space for meeting with students (which need not be dedicated for this purpose), and access to electronic course management systems such as Blackboard Canvas. All of the spaces, systems, and equipment (except email, a computer, and mailboxes) listed in this section may be shared.

The parties agree that reasonable office and desk space depends on the particular circumstances, including but not limited to: the space available to the department or unit; the other priorities for the use of the space; the FTE, schedule, and nature of the work of the bargaining unit faculty member; and the bargaining unit faculty member’s actual use of office and desk space. The University’s decision on how to allocate such space will be given deference. If an arbitrator determines that a bargaining unit faculty member’s assigned office or desk space is unreasonable, the arbitrator will remand to the University to find an alternative that meets the standard of this section. The arbitrator cannot order that the University’s physical space be used in any particular way, or that a bargaining unit faculty member be provided with any particular space.

Section 3. The University shall provide Officers of Research research faculty with a university email address, a mailbox, a telephone number and voicemail, appropriate workspace, a computer, and appropriate equipment to complete assigned work. All of the spaces, systems, and equipment (except email, a computer, and mailboxes) listed in this section may be shared.

Section 4. Bargaining unit faculty members shall have the right to access their work facilities when needed for the performance of their professional responsibilities. However, this shall not preclude the University from restricting access when necessary for university operations or in case of emergency.

Section 5. A bargaining unit faculty member who complies with the university’s processes and deadlines around the assignment of classroom space shall be provided one classroom for the duration of a class period.

   a. Exceptions shall be made for pedagogical reasons or in cases of emergency.

   b. This Agreement recognizes that exceptions may also be made when the length or
scheduled time of the class period makes it difficult to provide a single classroom for
the entire class meeting. In those circumstances, the University will take every
reasonable step to avoid these exceptions by anticipating late enrollment and the
needs of programs where length and schedule time of class periods may be different
from the classroom scheduling protocols applicable elsewhere in the university.

c. A bargaining unit faculty member has the right to discuss with he or she their
supervisor preferences for, or concerns about, specific classrooms before assignments
are made.

d. Bargaining unit faculty members will be provided with classroom space sufficient to
seat the maximum enrollment established at the time the course is opened for student
registration.

e. Assigned classrooms will have the technology identified as necessary by the
bargaining unit faculty member and approved by the University at the time the
course is opened for student registration. Reasonable technological support will be
made available to all bargaining unit faculty members.

f. The University may change a classroom assignment if a classroom is determined to
be inaccessible for a student or employee bargaining unit faculty members. A
bargaining unit faculty member should notify the Office of the Registrar as soon as he
or she identifies a barrier to the access of a student or employee for any
member of a class to or within a classroom. The University will comply with all
applicable laws regarding disabilities and access for bargaining unit faculty members.

g. The University will provide bargaining unit faculty members who have
accommodation agreements with appropriate facilities, equipment, and services to
facilitate their use of classrooms.

Section 6. All bargaining unit faculty members shall be assigned, and shall be expected to use
for university purposes, a University of Oregon email account, a DuckWeb account, and a
DuckID with prox access, and free building keys where needed at least 15 days before the
employment start date or as soon as practicable. Bargaining unit faculty members shall follow
university procedures and provide requested information in order to obtain such services.

All bargaining unit faculty members not terminated for cause and who have complied with terms
of this Agreement and all policies applicable to the use of university email shall be provided
access to a University of Oregon email account, a DuckWeb account, and university
courseware for at least two terms after the end of their employment. The former bargaining unit
faculty member must continue to comply with the terms of this Agreement and all policies
applicable to the use of university information assets.

Section 7. The University shall comply with all laws regarding accessibility of web-based
communications. The University shall furnish appropriate aids and services to bargaining unit
faculty members with disabilities as required by law. In determining what type of auxiliary aid
and service is necessary, the University shall be responsive to the requests of the bargaining unit faculty member with disabilities.