UNITED ACADEMICS PROPOSAL

GROUND RULES FOR MEMORANDUMS OF UNDERSTANDING NEGOTIATIONS
BETWEEN
THE UNIVERSITY OF OREGON
AND
UNITED ACADEMICS, AAUP-AFT LOCAL 3209

The parties agree to the following ground rules for negotiations for the collective bargaining agreement between the University of Oregon (University) and United Academics, AAUP-AFT (Union):

1. Scheduling
   a. The parties’ current collective bargaining agreement is scheduled to expire on June 30, 2021 and formal negotiations commenced by agreement of the parties on February 9, 2021.
   b. The parties agree that neither party will request state mediation services or invoke ORS 243.712 until the parties have met for at least 20 negotiation sessions.
   c. The parties agree that they will hold negotiation sessions at least two times a month for no less than three hours per month. By mutual agreement, the parties may have longer sessions or may combine one or more monthly session(s) into a longer session that may count as multiple sessions. The lead negotiators will exchange emails verifying that a longer single session should count as multiple sessions.
   d. If either party caucuses for more than 30 minutes in a single two-hour session, the other party can declare that the session will not count toward the 30 sessions described above.
   e. The parties will target July 2021 to exchange proposals on economic provisions (Article 26 through Article 31). It is understood that fiscal certainties may delay economic proposals past that target date, but each party will endeavor in good faith to meet the target. The parties agree to hold at least eight negotiation sessions after both parties have exchanged proposals on economic provisions before either party may request state mediation services or invoke ORS 243.712.
   f. Any and all aspects of the above can be modified by mutual agreement at any time.

2. Lead Negotiators
   Each bargaining team will include a lead negotiator who shall be empowered to engage in bargaining and bargain to conclusion. The lead negotiators will be responsible for maintaining team conduct and shall serve as primary spokespersons at the virtual table.

3. Negotiations format
   a. Negotiations session will be conducted by Zoom Video Webinar, except by mutual agreement.
      The United Academics will set up a Zoom account links to be used for each of the sessions. The meeting link will be sent to the University at least 72 hours ahead of
the first scheduled session time. The Union will also send the University a link for
observers at least 72 hours ahead of the first scheduled session time.

4. Observers
   a. The parties acknowledge and agree that bargaining sessions are closed to the
      public.
   b. Observers will be allowed, limited to bargaining unit members, administrators, or persons whom the parties agree to observe with at least one day notice through a Zoom link where they will be able to watch the session.
   c. Observers will be allowed in the session based on a first-come first-served basis. If the Zoom capacity is reached, observers can wait until another observer leaves the meeting.
   d. Observers will stay muted with cameras turned off and are not authorized to record, stream or distribute the proceedings and each observer will be so informed at the time they obtain a link, and observers shall be so informed at each meeting.

5. Proposals
   All proposals and counter-proposals will be sent to a designated person from each party in the form of a “pdf” at the beginning of each session and shared on the screens while they are being discussed. All proposals and counter-proposals will be sent to the designated person from each party in the form of a Microsoft Word document within 24 hours of the close of the session.

6. Tentative Agreements
   As each Article is finalized, the Union’s lead negotiator will electronically sign the Tentative Agreement and send a copy to the University’s Lead Negotiator. The University’s lead negotiator will also electronically sign the Tentative Agreement.

7. Information Requests
   Reasonable information requests necessary for negotiations will be made in writing and directed to the chief negotiator for each party. The information will be provided in accordance with the collective bargaining agreement.

8. Caucuses
   Each bargaining team may, after informing the other team, adjourn to a caucus room for a reasonable time.

9. Continuation
   The parties agree that the current collective bargaining agreement, scheduled to expire on June 30, 2021, will remain in effect until the Public Employees Collective Bargaining Act (PECBA) dispute resolution process is completed.

10. Code of Conduct
    a. The parties are expected to conduct themselves professionally and to interact respectfully. If the conduct of an observer is disruptive or interruptive to either
party, either party may banish that observer from the Zoom. During the next
caucus, the lead negotiators will then confer and attempt to resolve the
disruption or interruption.

b. No person (including observers) may make an audio, video, or any other
recording of a bargaining session or broadcast, live stream or otherwise
distribute or share the content of the session with any other person or entity.
Nothing in this section prohibits anyone from taking notes.

c. Any behavior by bargaining team members not expressly prohibited by these
rules shall be deemed acceptable behavior so long as it remains within the
confines of good faith bargaining.

11. Ground rules control

These ground rules supersede the provisions of Article 45 of the current agreement and
supersede the timeline for invoking mediation as provided under ORS 243.712, which is
hereby waived.