UNITED ACADEMICS PROPOSAL

ARTICLE XX. CAREGIVING

Preamble
The University of Oregon strives to be a family-friendly employer and, together with various constituencies across campus, has worked hard to provide support to faculty caregivers. The University and United Academics agree that caregivers face systemic obstacles in balancing caregiving responsibilities and successfully accomplishing all of their workload expectations. This serves as a first step to address the structural inequities that many bargaining unit faculty members experience. Addressing the institutional challenges that caregivers face will not only begin to remedy the structural inequities that exist at the University, it will also help to attract new faculty, retain existing faculty, and improve faculty productivity.

Vivian Olum Child Development Center
The University shall provide bargaining unit faculty members with access to the Vivian Olum Child Development Center (the Center) on a first come, first serve basis, giving faculty and staff priority over general community members. If the Center is full, the University will assist bargaining unit faculty in obtaining alternative equally reliable and adequate arrangements (see section 5 below).

The Center shall provide part-time and full-time daycare and preschool for children 8 weeks to 5 years old as well as an aftercare program for school-age children. (The aftercare program needs to be re-established as soon as possible and no later than September 1, 2022).

Section 1. Payment. The University will oversee fees paid to Olum and ensure that a sliding scale is maintained so that all bargaining unit faculty have equitable access to such care. The University will be responsible for making up any difference in costs as necessary. Daycare costs at the Center will not exceed seven percent (7%) of household income determined on a full-time rate prorated for families whose children are enrolled at the Center less than full-time. The Center may charge $20 per application to cover costs associated with sliding-scale requests. There shall be no charge for placement on a waiting list.

For faculty who need to withdraw children from the Center for reasons related to work (i.e., sabbatical, research abroad, field work, etc.), the University shall make up the 75% payment to the Center in order to secure the child’s placement at the Center upon return.

Section 2. Review of the Center. The University shall review the operations, faculty, and staff (including the director), of the Center each year to determine how well the Center is meeting its goals of providing care to faculty families. This review shall include an analysis and the input of the Parent Council. Representatives of the Parent Council may lodge concerns and/or complaints with the finance or human resources departments of the University in writing at any time. Initial responses are required on the part of the University within one week of the date of initial contact.
Section 3. Audit of the Center. The University shall review the financial health and operations of the Center each year to ensure the Center:

- Spends its funds in accordance with daycare goals as set by the University
- Receives sufficient financial support from the University in order to defray childcare costs for faculty
- Collects and uses funds that the University’s various units or internal or external granting agencies should provide to the Center
- Pays the wages of student workers out of monies earmarked and paid by the University
- Remains completely transparent in its funding, budgeting, and expenditure processes to the University, parent groups, and other community stakeholders

Section 4. Organization. The University shall ensure that the Center is fully staffed at all times with qualified personnel and that the ratio of teachers to children meets or exceeds state and federal guidelines. The University shall ensure that reviews and other operational issues at the Center that are not strictly financial are under the direction of human resources or a related department within the University administration.

Section 5. Size. The University shall immediately seek to increase the size and capacity of the Center as identified in the report submitted to the Provost by Mills Consulting Group in April 2017. If increasing the size and capacity of the Center is not feasible, the University shall create or subcontract with another daycare center in order to fulfill the needs of bargaining unit faculty families. All sections of this Article that apply to the Center shall remain in force for any other daycare center the University establishes or with which it enters into a contract. If the University is unable to fulfill any of the requirements of this section, or if a bargaining unit faculty member’s caregiving needs cannot be met by a center, the University will subsidize faculty household income for childcare costs that exceed 7% of household income in order to ensure faculty can afford childcare somewhere else.

Section 6. Other Funding Sources. In addition to the funding the University already provides to the Center, the University shall seek to increase funding and resources by: 1. introducing collaboration and partnership with related University units (e.g., College of Education) to obtain grants for the Center; 2. employing funds from the state’s COVID relief funds for the Center’s use; and 3. engaging other interested parties and donors whose focus is on early childhood development, education, and other areas of study and interest.

Short-term Care

Section 7. Finals Week. The University shall provide a site (the Olum center building) and staff for bargaining unit faculty to drop off children during evening hours of finals week and during daytime of the ensuing weekend for babysitting. Bargaining unit faculty members will pay for this service at time of drop off. The service will be “first come, first served” and will provide childcare for up to 25 children.

Section 8. Individual Childcare Providers.
a. The University shall maintain a database of sitters whom bargaining unit faculty may employ to work in their home. The University shall update the list quarterly, indicating whether those sitters are trained in infant/child CPR; general availability of the sitters (i.e., nights only, daytime hours, transportation requirements, etc.); and other pertinent information (relationship to the University, employee or student ID number, contact preferences, etc.). Faculty shall check references independently. The University will not be responsible for background checks of potential sitters nor retain any liability in connection with potential sitters and bargaining unit faculty families.

b. Bargaining unit faculty who usually work days but must attend evening or weekend activities for work (e.g., candidate dinners, lectures, performances, and fundraising activities) will be reimbursed for childcare by the University. Reimbursement will require verification by department heads or unit directors. The University will provide up to 75 reimbursements per month across Eugene campus.

Section 9. Financial Awards from the University.
Bargaining unit faculty who have funds from the university such as ASA funds, internal grants, or internal awards, may use those funds to pay for ad hoc or summer childcare, including babysitting, summer camp, nanny expenses, etc. Reimbursement approval requires submission of dates of service, time, rate, and payee tax identification or social security number.

Section 10. Travel. The University shall reimburse bargaining unit faculty members up to $1,000 per fiscal year for approved travel expenses or charges for dependents. The purpose of this policy is to provide support to faculty members who incur dependent care or in-home childcare expenses while using ASA funds to travel to attend professional meetings, conferences, workshops, and other professional development offerings.

Bargaining unit faculty members who have dependent children with special needs will be reimbursed up to $1,500 to address the additional financial burden. The University strongly supports faculty who are working to balance family and scholarly research obligations.

Expenses covered by this policy may include dependent care at home while the bargaining unit faculty member is traveling; the cost of transporting the dependent as well as the caregiver to a conference or meeting location; on-site dependent care at a conference or meeting; or expenses related to storing and shipping expressed milk during travel. Expenses will be covered for single caretakers and for faculty members whose partner is not available for dependent care. Recipients must certify that funds requested for dependent care are due to travel for university business and are above and beyond normal dependent care expenses (e.g., normal day care or in-home health care).

Requests for funding will be considered through the process developed by the University. Reimbursement for care expenses will follow standard university procedure.
Remote Teaching and Work

Section 11. Bargaining unit faculty members who encounter an extraordinary health situation or end-of-life care and decisions for an immediate family member and are instructors have the right to teach one quarter remotely through remote synchronous or asynchronous teaching. If upon consultation with the department or unit head it is determined that instruction is effective and the unit does not require the faculty member to be on campus, the remote arrangement could continue as needed. In most cases, however, if caregiving needs extend beyond one quarter, instructors will utilize FMLA or accrued sick time in future quarters. Bargaining unit faculty members with extraordinary health or life event caregiving needs will have priority access to teaching online courses within their departments.

Non-teaching bargaining unit faculty members who encounter an extraordinary health situation or end-of-life care and decisions for an immediate family member and are able to accomplish their work at home without interruption or sacrifice of work quality will be able to work remotely for three months. If upon consultation with the PI or supervisor it is determined that the project does not require the bargaining unit faculty member to be on campus, the remote arrangement could continue as needed. In most cases, however, if extraordinary health or life event caregiving needs extend beyond 12 weeks, the faculty member will utilize FMLA or accrued sick time.

During periods of remote work, bargaining unit faculty members remain subject to applicable University policies and procedures, collective bargaining agreements, and federal and state laws. Performance expectations do not change as a result of remote work arrangements. Bargaining unit faculty members with flexible work arrangements are generally subject to the same criteria and process for performance evaluation as would apply without the arrangement. Reviews for faculty who work remotely for a period of time shall neither sanction nor penalize said faculty for such work, nor shall the absence of the faculty member from campus during that time be held against them.

Parking

Section 12. Parking policies and attendant costs will be redesigned, as current policies and costs are untenable for bargaining unit faculty with primary caregiving and end of pregnancy needs that interrupt the regular workday. Bargaining unit faculty who demonstrate caregiving and end of pregnancy needs will be able to obtain parking on a quarterly basis.

a. The University will set aside 30 spots of come-and-go shared parking for faculty members with caregiving needs. Parking will be managed by an online checkout system. Faculty will be required to purchase a Zone B parking permit.

b. If faculty with caregiving and end of pregnancy needs choose to reserve a parking spot, they will be charged on a sliding scale not to exceed 2% of pre-tax salary, in order to make accessibility to parking more equitable for bargaining unit faculty members.
Flexibility in Scheduling

Section 13. Faculty with caregiving needs will have priority within their departments for class scheduling. Department heads and supervisors will consider caregiving needs of faculty when scheduling department meetings, unit programming, and departmental searches. Principles of shared governance and inclusivity will be prioritized in scheduling. Reviews should in no way penalize bargaining unit faculty members who are unable to attend University meetings and programs due to caregiving responsibilities.

Section 14. Given existing inequities that have disadvantaged those with caregiving needs in the workplace, it is necessary for the University to better accommodate those faculty. Having seen the success of teaching and research faculty in remote and, in some cases, asynchronous web modalities, in future instances of social or systemic disruption—defined as situations that disrupt schools, daycares, other care facilities and networks for more than a few days—bargaining unit faculty members are empowered to change their modalities as needed to balance their work and caregiving needs until either the situation resolves or the University’s presidential advisory group on COVID academic continuity and scholarly impact makes a longer-term policy decision.