

United Academics of University of Oregon (UO Faculty Union)  
**UPDATE: New Contract, New Raises, New Union Leadership**

Hello friends and fellow faculty members,

**CONTRACT:** The UO faculty and UO administration have just restarted bargaining a new contract after a long pandemic induced hiatus. Your representatives will be meeting this month and through the Winter and Spring to put together our first new contract in 7 years. Our next meeting will be Dec 10 from 9am-noon. Show your support by joining the zoom meeting, even for a few minutes, at this

link: <https://aft.zoom.us/j/94038587036?pwd=ak02amdzN3lkZWpjcG5YUU5FRjN1QT09>

Here are the faculty bargaining priorities:

**Transparency** in the merit, workload, and promotion policies. There has been ambiguity in the contract language that has led to inconsistencies in practice. We will seek contract language that ensures fairness and transparency.

**Faculty Voice** in the governance of the university. While the university has drifted far from the ideal of administrators being merely first among equals, we believe that UO can only be successful when the norms and expectations of our university are established by the faculty. Two areas are of most concern: 1) Promotion and Tenure Processes & 2) Faculty control of curricular content and design of degree programs.

**Job Stability.** This summer we negotiated an end to the University's ability to arbitrarily reduce FTE in a 3-year contract from 1.0 to .1. We saw how devastating that power could be in the hands of an administration who view faculty careers as their "flexibility." We will be seeking further stability for our excellent Career instructors by developing a teaching-track tenure system here at UO, joining the many other universities that have developed such systems.

**Work/Life Balance.** We will be bargaining for more flexibility in scheduling, money to address the problems faced by parents who need to travel to conferences, clarity on leaves, and, hopefully, some solution to the ongoing childcare problem on campus.

**Learn more** about how faculty, working together, are approaching bargaining at: <https://www.uauoregon.org/bargaining/>

**RAISES:** The UO Admin came to the Faculty and proposed negotiating raises outside the main contract negotiations, so that raises could be provided in January of 2022. We are currently considering what can only be considered an initial low-ball offer: year 1: 3% for everyone, Year 2&3 3% merit raises. Given that inflation in 2021 has been 5-6%, this is an effective pay cut. Conversations are ongoing. Stay tuned.

**UAUO LEADERSHIP:** Our long time UAUO Union Director, David Cecil, stepped down this Fall and has moved on to pursue other opportunities. A search is currently underway for a new Director. We also have a new Union President--Avinnash Tiwari, from the English Dept. Dr. Scott Pratt has stepped up as lead bargainer for the faculty. And the COE's own Dr. Lisa Mazzei

has recently accepted appointment on the UAUC Executive Council as Chair of Legislative Outreach. Jerry Rosiek currently represents the COE on the bargaining team.

As always, your COE United Academic Stewards stand ready to support you and answer your questions:

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**ISSUES INTERNAL TO THE COE:** In November, the Dean's Office initiated a process, long discussed, of eliminating the EMPL Department and restructuring the College to accommodate that department's faculty and some of its degree programs. We want to acknowledge that UAUC representatives have been contacted about these changes by affected faculty. In a welcome development, faculty organized among themselves to advocate for appropriate faculty input into changes to degree programs and curricular matters. We are optimistic that established faculty governance processes will be followed--including the establishment of an ad hoc committee of impacted faculty to work out the details of this restructuring and a vote by all COE faculty to ratify any changes in degree programs. Through that process of shared governance, the COE faculty can come together to support one another's work and make the COE stronger than ever.

We look forward to seeing you Friday and answering any questions you may have.

In solidarity,

Jerry Rosiek