



FACT SHEET: Status of University of Oregon/United Academics bargaining

Sept. 18, 2013

Tentative agreement reached: The University of Oregon and the faculty union, United Academics have reached a tentative agreement on a first-time collective bargaining contract. The contract is effective upon ratification next month and effective through June 30, 2015.

The terms of the agreement include:

- **Investing in faculty.** Tenured and tenure-track faculty members would receive an average pay increase totaling 11.9 percent and non-tenure-track faculty members would receive an average pay raise totaling 12.4 percent through fiscal year 2015.
- **Rewarding excellence.** While all faculty members will receive across-the-board increases, the contract includes additional merit increases for faculty upon promotion or to recognize outstanding achievement. Tenured, tenure-track as well as non-tenure-track faculty would receive a minimum 8 percent salary increase upon promotion. Full professors would receive an increase of up to 8 percent at their first post-promotion review. The tentative agreement also ensures the integrity of the promotion and tenure process.
- **Promoting research.** UO policies addressing academic freedom will now specifically include research as well as classroom instruction, reaffirming the principle that faculty must be able to pursue controversial subjects without fear of censorship or retaliation. The tentative contract also compensates faculty on sabbatical with 100 percent of salary for one quarter, up from 85 percent.
- **Job security for non-tenured faculty.** The university has offered non-tenure-track faculty longer contracts and an active role in department governance.
- **PERS "pick-up."** The university and the union reached an agreement regarding the 6 percent PERS "pickup" should state law change.
- **Subsidized health care.** Ninety-five percent of the cost of health insurance premiums will be paid by the university for the employee and all dependents.
- **Tuition discounts for dependents.** Faculty already receiving a discounted tuition benefit for one dependent child attending an Oregon state university would qualify for discounted tuition for a second child enrolled in an undergraduate program at the University of Oregon.

Financial realities: Faculty members would receive salary raises ranging, on average, from 5 percent to 7 percent in FY 14 and another 5 percent to 6.5 percent increase in FY15. During the same period, the UO is limited to raising resident undergraduate tuition by no more than 3.5 percent. The university has responsibly prioritized faculty compensation, and will ensure the funds are available for the raises.

What's next: Bargaining unit members will hold a ratification vote next month.

More information: All proposals, summaries of all bargaining sessions, updates and fact-checks available on the UO/UA Negotiations website: <http://uo-ua.uoregon.edu/>

###