

November 3, 2016

Dear Colleagues,

I'm writing to both invite you to join United Academics as a full member of the union and to inform you of your union rights as a faculty member.

Our membership records indicate that you are a member of the University of Oregon faculty bargaining unit, but you have not yet joined United Academics as a full member. This means you are currently a "fair share" fee payer. Your rights as a fair share fee payer are described below, but again I would like to invite you to join United Academics as a full member.

United Academics is the faculty union at the University of Oregon, representing more than 1800 faculty. We were founded in 2012, so we are a relatively new union, but we have already had a significant, positive impact on campus. You can get the full scope of our work at our website, [www.uauoregon.org](http://www.uauoregon.org), but I wanted to draw your attention to some of the important work we have done since our union was formed.

For all faculty, the two collective bargaining agreements (CBA) we have negotiated will raise average base salaries by 20% over a period of five years. We accomplished this increase through a combination of across-the-board raises, merit raises, equity raises, and promotion raises. We take a balanced approach to salary increases because we recognize that we have a diverse faculty with diverse needs.

Our CBA gave most career non-tenure-track faculty (NTTF) a path to promotion and job security. After career NTTF are employed for four years, they earn 2-year guaranteed contracts. In their sixth year, career NTTF have the right to go up for promotion; promotion means a three-year contract, an 8% raise, and limits on the reasons a contract can be non-renewed.

We have also expanded and strengthened shared governance in academic departments and units. The CBA mandates that certain policies must be developed in cooperation with faculty, documented in writing, and enforced through the grievance procedure. We have also strengthened shared governance on campus by working closely with our University Senate. Many of our union officers are active in the Senate; working together we were able to produce one of the most expansive academic freedom policies in the nation.

#### Collective Bargaining Success

- Expectation of continued employment for NTTF who have achieved promotion
- May 1<sup>st</sup> renewal notice must include expected FTE for the coming year
- Strengthened and improved the PTRAC
- Secured 8% raises over the 3-year agreement, with COLA raises in each year and merit raises in the second and third year
- Locked-in minimum promotion raises
- Significantly increased salary floors, including securing the NIH minimums for research postdocs
- Agreed to study salary inequities on campus, including inequities based on gender
- Expanded eligibility for most fringe benefits to all faculty
- Agreed to form university committee to explore developing a sick leave bank
- More information can be found at [uauoregon.org/bargaining](http://uauoregon.org/bargaining)

Our first CBA reclassified many of our adjunct faculty, including postdoctoral scholars, into career NTTF positions, extending job stability to hundreds of faculty who did not previously have it. This work continues, as our new CBA limits the creation of ongoing temporary positions and clarifies the path for temporary faculty to stay at the university.

Over the last few years we have also forged new bonds with the administration. We have been meeting with representatives from Human Resources and Academic Affairs regularly to ensure that we have effective lines of communication and problem solving. We have also developed relationships with many of the deans' offices so that we can work together to build a better university.

We believe a strong and active union membership is essential to negotiating contracts that will increase UO pay to the levels of our comparator institutions and boost UO's academic standing by allowing us to hire and retain the best research and teaching faculty. A strong and active membership is also crucial to providing job security for non-tenure track faculty and improving shared governance and academic freedom at UO. We also believe that a strong UO faculty union affiliated with the American Federation of Teachers and the American Association of University Professors can effectively lobby for increased support for higher education in Salem, OR and Washington, D.C.

We are an academic union and proud to be part of the fight for quality education in Oregon and the United States. **I encourage you to join us as a full member of United Academics by filling out the enclosed membership form and returning it to our office.** If you have any questions about United Academics or membership, feel free to call the office at 541-636-4714 or email me at [dreiling@uauoregon.org](mailto:dreiling@uauoregon.org).

Welcome to the University of Oregon and welcome to United Academics.

Yours,

Michael Dreiling  
UO Professor of Sociology and President, United Academics

### **Policy and Procedure for Filing as a “Fair Share Objector”**

Note: If you have previously filed as a United Academics Fair Share Objector and wish to do so again for this year you must file this form again.

We respect the fact that not all faculty will choose to join the union. United Academics has the legal obligation to bargain for **all** employees in the bargaining unit, and the duty to represent their interests in bargaining, contract implementation, and grievances, and we take that obligation seriously.

Oregon's Public Employee Collective Bargaining Law (PECBA) gives public employees the right to form, join, and participate in labor unions for the purpose of representation and collective bargaining with their employers on matters concerning employment relations.

The employees in our bargaining unit have chosen United Academics of the University of Oregon, an affiliate of the American Association of University Professors and the American Federation of Teachers, as their exclusive representative. As such, United Academics has the obligation to bargain for all employees in the bargaining unit and the duty to represent their interests in bargaining, contract implementation, and grievances.

We are a fair share institution. Under Oregon law this means that all bargaining unit faculty must either become a member of the United Academics or pay service fees (Fair Share). You are receiving this notice because you are in the bargaining unit but are not a member of United Academics and therefore are a Fair Share payer.

We encourage all Fair Share bargaining unit members to become United Academics members. While you will get the benefits of being represented by United Academics regardless, including all of the salary increases United Academics negotiated in the most recent contract, United Academics full members will set future bargaining agendas, vote on future contracts, vote to determine the dues rate, vote on the United Academics constitution and bylaws, and vote for union leadership and the members of the union's Representative Assembly.

Under the law, bargaining unit faculty who do not join are entitled to file an objection to the use of a portion of their "Fair Share" fee payments by the union, and have these payments reimbursed. United Academics is legally allowed to charge Fair Share payers for all expenses directly related to supporting our bargaining and contract enforcement efforts. We spend the vast majority of our money on these efforts. The portion of dues that Fair Share payers will be entitled to mostly consists of money the union spends to advocate for education issues in Salem and nationally. The procedure below explains how non-members can opt out of paying this portion of union expenditures, if they choose. **If you do not want to join the union, but do not object to the union using a portion of your payments for these purposes, you do not need to do complete this form.**

Because United Academics pays the costs of bargaining and enforcing the contract for all bargaining unit members, Oregon law and the collective bargaining agreement between United Academics and the University of Oregon administration authorizes UO to deduct a "Fair Share" fee from both union members and Fair Share payers. **This Fair Share fee is currently set at 1.1% of monthly pay, the same as dues for United Academics members.** Under the law, bargaining unit members that choose not to join United Academics have the right to object to the use of a portion of their Fair Share fees. For this purpose union expenditures are grouped in two general categories:

1. Those which concern collective bargaining and representational services (germane expenditures) and, therefore, are chargeable to Fair Share fee payers. These are called "chargeable" expenditures.
2. Those expenditures which do not concern collective bargaining or representation (non-germane expenditures) and therefore, are not chargeable to fee payers who object to paying them. These are called "non-chargeable" expenditures.

The specific categories for chargeable and non-chargeable expenses are listed in detail at the end of the attached "Union Hudson Procedure."

If you object to the use of the non-chargeable portion of your Fair Share fees, you can follow the procedures described below to become a "Fair Share Objector." United Academics will then send you a check every quarter for the estimated amount of the non-chargeable expenditures for the quarter, as follows: After the end of our fiscal year (June 30), United Academics' expenditures will be independently audited, and the chargeable rate will be determined based on classification of our expenses into chargeable and non-chargeable categories. We expect the audit for the year ending June 30, 2016 to be finalized by Jones and Roth CPAs within the next month. That audit will be available at <http://uauoregon.org>. Currently, this audit approximates that 27.98% of expenditures by United Academics for local expenses and payments to our affiliates are non-chargeable.

In order to become a Fair Share Objector, you must complete the form below and return it to United Academics (or have it postmarked) by the end of the objection period. The objection period ends December 31, or 30 days after you receive this notice, whichever is later. If you file this objection letter before the objection period ends, you will receive a payment within 60 days of the beginning of each quarter equal to the final audit percentage of your forecast fair share payments for that quarter based on your pay and FTE. (Given the 1.1% fair-share rate this is approximately 0.308% of your pay. As an example, for Fair Share Objectors with a \$75,000 9-month salary, this will be about \$77 per term.) Objectors working over the summer will receive another check within 60 days of the start of the summer pay period.

There will be a new objection period next fall, and all Fair Share payers will be notified of this within 30 days of when United Academics receives the fall list of Fair Share bargaining unit members from UO. New bargaining unit members will also receive this notice within 30 days of when United Academics is notified that they have joined the bargaining unit. Fair Share Objectors who leave the bargaining unit, and therefore do not make the expected Fair Share payments, will have to refund the objector payments to United Academics.

If you dispute United Academics' determination of the chargeable percentage of Fair Share fees for the 2016-2017 Academic Year, you must inform United Academics of your challenge in writing. The written challenge must include your name, department, address, UO ID number as well as your home or cell telephone number and/or email address. The written challenge must clearly indicate that you are challenging the percentage of chargeable vs. non-chargeable expenses. While you are not required to do so, we ask that you please include your reasons for the challenge so United Academics may consider those reasons and determine whether any further reduction in the fee is warranted before going to arbitration.

If you file such a challenge, 150% of the estimated amount of the non-chargeable portion of your Fair Share fee will be put into an interest-bearing escrow account pending resolution of the challenge. You will have until 30 days after you receive this notice to file a challenge to the Fair Share calculations. The details of the challenge process are explained in the attached "Union Hudson Procedure."

**UAUO FAIR SHARE OBJECTOR FORM:**

I (print name) \_\_\_\_\_ object to the use of my fair share fees for activities that are not germane or relevant to the Union's collective bargaining or representation functions.

Home Address:

Job Title:

Department or Academic Unit:

Signature and date:

Return to:

United Academics of the University of Oregon  
872 E. 13th Ave.  
Eugene, OR 97401