

1 **ARTICLE 12. FACILITIES and SUPPORT**

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3 **Section 1.** The University shall provide bargaining unit faculty members with facilities
4 and services appropriate to the performance of their job duties and conducive to
5 performing their duties in a professional atmosphere.

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7 **Section 2.** The University shall provide Officers of Instruction with a university email
8 address, a mailbox, access to a telephone number and voicemail, reasonable office space
9 and desk space, and reasonable access to a telephone, a computer, storage space in an
10 office or similar location that locks, a printer, a copier, private space for meeting with
11 students (which need not be dedicated for this purpose), and access to electronic course
12 management systems such as Blackboard. All of the spaces, systems and equipment
13 (except email and mailboxes) listed in this section may be shared.

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15 The parties agree that reasonable office and desk space depends on the particular
16 circumstances, including but not limited to: the space available to the department or
17 unit; the other priorities for the use of the space; the FTE, schedule and nature of the
18 work of the bargaining unit faculty member; and the bargaining unit faculty member's
19 actual use of office and desk space. The University's decision on how to allocate such
20 space will be given deference. If an arbitrator determines that a bargaining unit faculty
21 member's assigned office or desk space is unreasonable, he or she will remand to the
22 University to ~~fix the problem~~ find an alternative that meets the reasonableness standard
23 of this section. The arbitrator cannot order that the University's physical space be used
24 in any particular way, or that a bargaining unit faculty member be provided with any
25 particular space.

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27 **Section 3.** The University shall provide Officers of Research with a university email
28 address, a mailbox, a telephone number and voicemail, appropriate workspace, and
29 appropriate equipment to complete assigned work. All of the spaces, systems and
30 equipment (except email and mailboxes) listed in this section may be shared.

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32 **Section 4.** Bargaining unit faculty members shall have the right to access their work
33 facilities when needed for the performance of their professional responsibilities.
34 However, this shall not preclude the University from restricting access when necessary
35 for university operations or in case of emergency.

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37 **Section 5.** A bargaining unit faculty member who complies with the university's
38 processes and deadlines around the assignment of classroom space shall be provided one
39 classroom for the duration of a class period.

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41 a. Exceptions shall be made for pedagogical reasons or in cases of emergency.

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43 This Agreement recognizes that exceptions may also be made when the length
44 or scheduled time of the class period makes it difficult to provide a single
45 classroom for the entire class meeting. In those circumstances, the University

1 will take every reasonable steps to avoid these exceptions by anticipating late
2 enrollment and the needs of programs where length and schedule time of class
3 periods may be different from the classroom scheduling protocols applicable
4 elsewhere in the university.
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- 6 b. A bargaining unit faculty member has the right to discuss with his or her
7 supervisor preferences for or concerns about specific classrooms before
8 assignments are made.
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- 10 c. Bargaining unit faculty members will be provided with classroom space
11 sufficient to seat the maximum enrollment established at the time the course is
12 opened for student registration.
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- 14 d. Assigned classrooms will have the technology identified as necessary by the
15 bargaining unit member and approved by the university at the time the course is
16 opened for student registration. Reasonable technological support will be made
17 available to all faculty.
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- 19 e. The University may change a classroom assignment if a classroom is
20 determined to be inaccessible for a student or employee. A bargaining unit
21 faculty member should notify the Office of the Registrar as soon as he or she
22 identifies a barrier to the access of a student or employee to or within a
23 classroom. The University will comply with all applicable laws regarding
24 disabilities and access for bargaining unit faculty members.
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26 **Section 6.** All bargaining unit faculty members shall be assigned, and shall be expected
27 to use for university purposes, a University of Oregon email account, a Duckweb
28 account, and a DuckID at least 15 days before the employment start date or as soon as
29 practicable. Bargaining unit members shall follow university procedures and provide
30 requested information in order to obtain such services.
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32 All bargaining unit faculty members not terminated for cause and who have complied
33 with terms of this Agreement and all policies applicable to the use of university email
34 shall be provided access to a University of Oregon email account, a Duckweb account,
35 and university courseware for at least two terms after the end of their employment. The
36 former bargaining unit faculty member must continue to comply with the terms of this
37 Agreement and all policies applicable to the use of university information assets.
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39 **Section 7.** The University shall comply with all laws regarding accessibility of web-
40 based communications. The University shall furnish appropriate aids and services to
41 bargaining unit faculty members with disabilities as required by law. In determining
42 what type of auxiliary aid and service is necessary, the University shall be responsive to
43 the requests of the bargaining unit faculty member with disabilities.