

This proposal has been prepared for purposes of collective bargaining only and does not represent the final form of the Article. The University reserves the right to amend or withdraw this proposal as bargaining requires.

Proposal: UNV0001
Date: February 6, 2020

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4 **ARTICLE 5: RIGHTS OF BARGAINING UNIT MEMBERS**

5 **Section 1.** Nondiscrimination and Affirmative Action. It is the policy of the University and the Union not
6 to engage in discrimination against any employee because of race, creed, color, marital status, religion, sex,
7 national origin, age, sexual orientation, gender identity or expression, disability, or any other characteristic
8 protected by law, including but not limited to, claims made pursuant to Title VII of the Civil Rights Act, the
9 Americans with Disabilities Act, The Age Discrimination in Employment Act, 42 USC Section 1981, Family
10 and Medical Leave Act. ORS Chapter 659A, or any other similar laws, rules or regulations.

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12 **Section 2.** Office Facilities. The University will endeavor to provide each member with an adequately
13 furnished private office and will endeavor to provide a conference room in each major building.

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15 **Section 3.** Safe Conditions. The University will investigate promptly those conditions reported by members
16 as possible violations of safety or health rules and regulations, and conditions believed to be an
17 unreasonable hazard to persons or property. A member will not be required to work under a hazardous
18 condition which will endanger the member.

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20 **Section 4.** Use of University Facilities. Members may use the office assigned to them in connection with
21 such professionally-related activities as preparation of professional manuscripts and materials, scholarly
22 endeavors, approved consultancies, and service to professional associations, schools, or other groups or
23 agencies for whom such service is appropriate. Upon request, faculty may use laboratories and studios for
24 non-sponsored research and other scholarly activity. Upon request, faculty may use meeting rooms and
25 other physical facilities for professionally-related groups subject to availability and prevailing policies of the
26 University governing use of facilities.

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28 The facilities of the Digital Media Center, Print Shop, computer labs and the use of University equipment
29 are available to the faculty in connection with professional writing, research, or approved service projects
30 subject to availability and to reimbursement at prevailing rates charged by the University.

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32 **Section 5.** Individual Appointments. The University will not offer an individual member an appointment
33 with terms that violate this Agreement.

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35 **Section 6.** Faculty Rank. Except for persons holding the positions of President of the University, Provost,
36 Vice Presidents, Deans, or Chair of an academic division or those who have earned academic rank, the
37 University shall not grant academic rank to any person who is not a member of the bargaining unit.
38 Individuals not members of the bargaining unit and currently holding academic rank shall retain such rank if
39 they move to another position within the University that is not an academic position.