

This proposal represents part of a package to be accepted in total only.

Proposal: PACKAGE
Date: July 2, 2020
[WOU's 2.6.20 Proposal]

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

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

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

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

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

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

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

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

Commented [CC1]: Clarity on Union Member vs. Bargaining Unit Member.

Commented [CC2]: Edited for proper name.