

Bargaining Platform

This year, our union, Oregon Tech AAUP, will negotiate with the administration to produce our first collective bargaining agreement. Oregon Tech AAUP will approach these negotiations with a frank and collegial spirit, intending to achieve solutions to the problems we face as a faculty and as a university.

Our proposals will be informed by hundreds of conversations with individual faculty, our bargaining survey, listening sessions held across all campuses, and the continued, active input of our members. Through bargaining, we seek to build a better Oregon Tech by enhancing:

Shared Governance: The collective bargaining process empowers faculty, giving us a say in the terms and conditions of our work and establishing a regular process for revisiting and refining those conditions. We will work to create true shared governance at Oregon Tech by strengthening the role of the Faculty Senate, protecting academic freedom and intellectual property rights, and providing for greater faculty inclusion in budgeting and strategic planning.

Transparency: We aim to establish a grievance procedure that ensures the fair and equal application of department, college, and university policies and rules. We will fight for clear standards and procedures for promotion and tenure that provide a transparent basis for evaluation of faculty.

Stability: Ensuring longer-term contracts, more advanced notice of reappointment, and pay increases that keep pace with the rising cost of living will provide faculty with the stability necessary to best perform their teaching, professional development, service, and community engagement work. To protect the work/life balance of faculty, we will work towards more detailed, concrete contracts that clearly spell out expectations.

Recognition: We will work to increase raises and professional development funding to fully support the extraordinary work of Oregon Tech faculty and invest in the continued excellence of the institution. We will negotiate a contract that acknowledges and speaks to the unique needs of faculty who work at different Oregon Tech campuses. We will fight for facilities support, access to shared governance structures, and promotion policies for remote faculty that are commensurate with those for faculty on the main campus. We look to create more opportunities

for faculty to take sabbatical leaves, and increase the reputational capital of the university through participation in professional service, grants, and other innovative teaching practices and modalities.

Equitable & Inclusive Employment: We seek to make Oregon Tech a more equitable and inclusive place by securing equity raises to offset inequitable pay differences, enhancing family leave, and allowing faculty to transfer unused sick leave to those who need it. We will secure enforceable protections against discrimination, retaliation and sexual harassment.