



## Oregon Tech Bargaining Update

### Why is Oregon Tech's faculty preparing to strike?

- **Working to undermine current practices around workload, salary, and benefits**--The employer's team has made consistently bad proposals that would be a
- **Employer relying on external attorneys**--The faculty have put a lot of work into their contract negotiations and the administration has responded by taking minimal responsibility or interest in the process, and leaving most of the decisions to the University Shared Services attorneys (neither of whom have any knowledge of Oregon Tech's operations).
- **Moving the goalposts**--On many occasions the employer's attorneys have indicated an openness to reaching agreement on particular articles, only to withdraw from those suggestions later. One bargaining team member likened this behavior to Lucy's withdrawal of the football after convincing Charlie Brown to kick it. The team, and the faculty, are extremely frustrated with this lack of progress.
- **Severely damaging relationships**--Outside of the bargaining process with the union, the Oregon Tech administration has gone to great lengths to damage its relationship with faculty. Circumstances have degraded so badly that the faculty senate has convened a vote of no confidence against President Naganathan.
- **Attacking and maligning the faculty**--In recent communications about the bargaining process, both on campus and in the community, the administration has misrepresented the union's bargaining positions as well as numerous aspects of the employer's own positions and behavior in this process.
- **Advancing the statutory timeline forces a strike**--The continued and open disrespect for faculty and the work they do, the employer's consistent refusal to come to agreement on a range of issues that are critical to their role in the university, and the employer's premature declaration of impasse have forced the faculty into the unfortunate position of moving to take a strike action.

### Recent developments

- On March 10, 2021 the employer declared impasse in negotiations, setting the statutory timeline for a strike in motion.
- On March 18th both parties submitted their final offers as required by the ERB process.
- The parties continued bargaining on April 1st where the employer came to the session and admitted it had not read the union's final offer (which contained several additional language concessions intended to continue progress toward agreement).
- On April 2nd the union concluded its strike authorization vote with 96% of the faculty participating and 92% of those authorizing the executive council to call a strike if necessary.

- The parties are continuing to bargain and have scheduled negotiating sessions for April 13 and April 15, and will be available to meet on April 16 and 17.
- A strike can be called by the union and/or the employer can implement its final offer beginning April 19th.

### **Background**

- Oregon Tech's faculty union was organized in June 2018 in response to years of inconsistent policy enforcement and implementation, increasing administrative disregard for shared governance, and a concerted shift of resources away from the classroom to administrative positions and salaries.
- The union and the employer began bargaining on December 5, 2019. **The union has consistently sought to strengthen and memorialize existing Oregon Tech policies in its inaugural contract. Nothing the union has proposed is outside of the norms for faculty collective bargaining agreements in Oregon.**
- Following the administration's attempts to make several unilateral changes to compensation and working conditions during the summer of 2020, the union filed and won an unfair labor practice, forcing the administration to return to the status quo and continue with bargaining.
- The parties began ERB mediation in October of 2020.
- The parties have now been bargaining for 16 months.