

PORTLAND STATE UNIVERSITY

American Association of University Professors

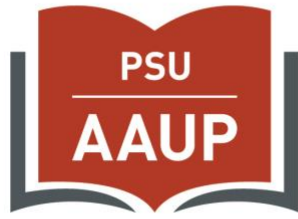
Promoting Quality Higher Education – An Investment in Oregon’s Future

Association Endorsements

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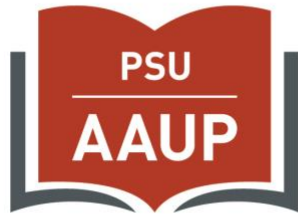


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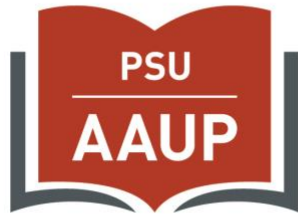


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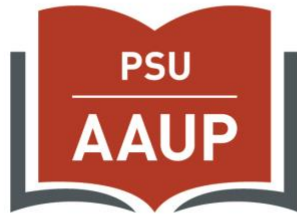


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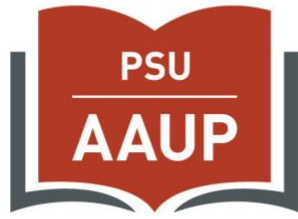


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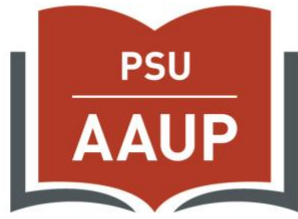


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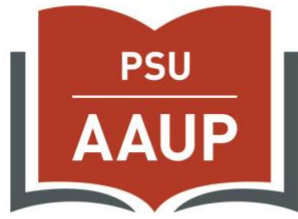


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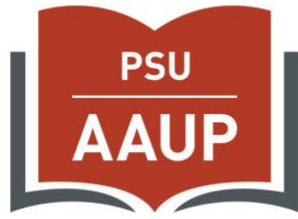


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01/25/2024 – Support PCCFFAP with Strike Fund donation and Adopting Solidarity Resolution

On January 25, 2024, the PSU-AAUP Executive Council voted to support the PCC Federation of Faculty and Academic Professionals (PCCFFAP) with a donation of \$1,000 to their [strike fund](#) as they prepare for a possible strike. PSU-AAUP will also adopt PCCFFAP's [Solidarity Resolution](#) which includes the two commitments of signing their community support pledge (already completed in November 2023) and the strike fund contribution.

Our Solidarity Resolution is below:

PCCFFAP Solidarity Resolution

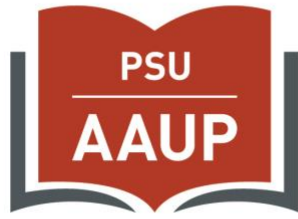
Whereas, the Portland Community College Federation of Faculty and Academic Professionals (PCCFFAP, AFT Local 2277) has been [bargaining](#) a new contract with Portland Community College (PCC) for over 275 days and have not reached an agreement, and a supermajority of PCCFFAP members have publicly committed to going on strike if necessary,

Whereas, PCCFFAP is fighting for quality public higher education by securing a strong contract that ensures

- adequate full-time staffing to serve students
- flexibility in modality and scheduling to meet student needs
- job security for adjunct faculty to create a stable and supported workforce
- COLA so Portland educators can afford to live in the Portland community
- competitive salaries and benefits to attract a more diverse workforce and instructors with industry experience
- protections against excessive workloads that are an obstacle to serving and advocating for students
- educator input in major decisions that affect livelihoods and the future of the College

Whereas, a potential strike at PCC would be highly impactful and would need full community support given that PCCFFAP represents 1,200 instructors and 300 academic staff at the largest school in Oregon which serves over 50,000 students,

Resolved, we Portland State University chapter of American Association of University Professors (PSU-AAUP) stand in solidarity with PCCFFAP,



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Resolved, we will sign the PCCFFAP [Community Support Pledge](#) as an organization and encourage our members to sign on as individuals,

Resolved, we will contribute \$1,000.00 to the PCCFFAP [Strike Fund](#).

01/11/2024 – Support GTTF with Strike Fund donation

On January 11, 2024, the PSU-AAUP Executive Council voted to donate \$500.00 to Graduate Teaching Fellows Federation (GTTF)'s [strike fund](#) as they prepare for a potential strike while bargaining their contract.

11/21/2023 – Sign the PCCFFAP Solidarity Pledge

On November 21, 2023, the PSU-AAUP Executive Council voted to sign on, as an organization, the Portland Community College Federation of Faculty and Academic Professionals (PCCFFAP) solidarity pledge. The pledge is for individuals and organizations to declare solidarity for what the organization is fighting for at the bargaining table, including fair pay, affordable health insurance, job security for PT faculty and more. Read about PCCFFAP's bargaining platform and more here: <https://pccffap.org/bargaining/>

10/26/2023 – Portland Association of Teachers (PAT) Solidarity Fund Donation

The PSU-AAUP Executive Council voted to donate \$1000 to PAT's strike fund as they fight for safe, sustainable and equitable schools. More information on the fund can be found here: <https://www.gofundme.com/f/portland-teachers-solidarity-fund>

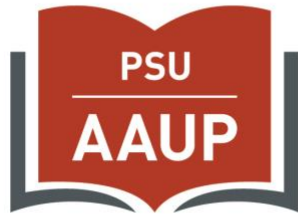
10/16/2023 – Resolution in Support of Portland Association of Teachers

On October 16, 2023, the PSU-AAUP Executive Council voted to adopt the resolution below in support of Portland Association of Teachers in solidarity with the strike-ready Portland teachers.

Resolution in Support of the Portland Association of Teachers (PAT)

The ____ (organization) ____ supports the Portland Association of Teachers' "2023 Bargaining Platform: Building Safe, Sustainable and Equitable Schools for Every Student", which calls for

- Smaller Class Sizes and Caseloads



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- Safe and Health Schools
- Racial Equity & Restorative Justice
- Competitive Salaries and Benefits
- Expanded Early Learning and Preschool
- More Teaching, Less Testing
- Additional Special Education Services
- Expanded Mental Health Services
- Housing Assistance for At-Risk Families

We urge Portland Public Schools (PPS) to bargain over these issues in a meaningful way. We will do our best to mobilize our membership to rallies, marches and public events in support of the Portland Association of Teachers.

**please send resolution to PPS School Board members*

Andrew Scott anscott@pps.net (zone 1)

Michelle DePass mdepass@pps.net (zone 2)

Patte Sullivan psullivan@pps.net (zone 3)

Herman Greene (Vice-Chair) hermangreene@pps.net (zone 4)

Gary Hollands (Chair) ghollands@pps.net (zone 5)

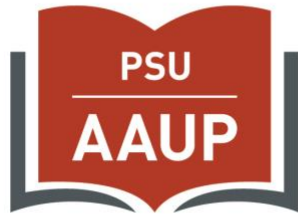
Julia Brim-Edwards jbrim-edwards@pps.net (zone 6)

Edward (Eddie) Wang eddiewang@pps.net (zone 7)

Francesca (Frankie) Silverstein fsilverstein@pps.net (student rep.)

**to contact PAT community organizer, Joanne Shepard, email joanne.shepard@oregoned.org*

10/12/2023 - Draft a statement of support for the US-AAUP staff to encourage the positive conclusion of their bargaining with AAUP



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On October 12, 2023, the PSU-AAUP EC voted to draft a statement of support for the US-AAUP staff to encourage the positive conclusion of their bargaining with AAUP. More on their bargaining can be found here:

https://unitedstaffoftheaaup.substack.com/p/where-things-stand-in-the-negotiations?utm_source=profile&utm_medium=reader2

The PSU-AAUP Executive Council's letter is below:

November 1, 2023

Dear President Mulvey, Vice President Davis, and Secretary-Treasurer Sinclair,

We wish to express our strong encouragement for a swift and equitable agreement between AAUP leadership and the United Staff of the AAUP (US-AAUP). It's imperative for the health and vitality of the Association that both parties find common ground, ensuring a contract that reflects the principles the AAUP upholds, especially those centered around justice and fairness.

On **compensation**, we recognize the importance of a structure that honors staff service to the Association and adapts to the cost-of-living changes, especially in metropolitan areas like DC. Retention is a crucial aspect of ensuring the Association's continued growth and efficiency, and it's worth noting the number of staff members who have parted ways since 2019. Keeping the Association's 2023 budget considerations in mind, it's essential to find a solution that aligns with financial feasibility without compromising on fair compensation.

Study leave has its merits and can significantly impact staff motivation, retention, and skill enhancement. It's vital that the Association considers the long-term benefits of such provisions and how they can positively influence the expertise available to our members. Drawing parallels with other affiliations like the AFT can provide insights and benchmarks to consider.

Telework flexibility, in today's evolving work landscape, is more than a luxury—it's often a necessity. A balanced approach, such as a hybrid working model, can serve both the needs of the staff and the Association's operational efficiency. This could also play a crucial role in addressing any potential disparities among DC-based staff.

Regarding **paid family leave**, uniformity and fairness should be at the forefront. Any provision should aim to minimize disparities based on geographical location or other external factors, ensuring all staff members feel valued and supported.

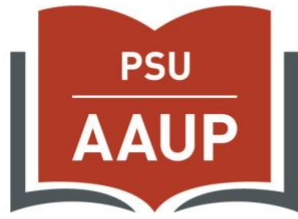
We appreciate the continuous effort and dedication of the AAUP leadership. Our hope is for a resolution that resonates with the principles of our Association, and we eagerly anticipate an agreement that both parties can take pride in.

In Solidarity,

PSU-AAUP Executive Council

<https://www.psuaaup.net/about/executive-council-staff>

09/7/2023 – Sign onto PSUFA Support Letter in their time of Bargaining



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On September 7, 2023, the PSU-AAUP Executive Council voted to sign on to PSUFA's support letter in their time of Bargaining. PSUFA sent an email request sharing two recent articles covering the working conditions of adjuncts and bargaining developments in upcoming communications with your membership.

Here are the articles:

<https://www.streetroots.org/news/2023/08/23/psu-adjuncts-prepare-take-action-demands>

<https://www.portlandmercury.com/news/2023/08/30/46691719/low-pay-and-high-consequences-psu-adjuncts-say-treatment-of-part-time-instructors-reveals-institutional-problems>

PSU-AAUP union leadership signed onto PSUFA's solidarity letter here:

<https://forms.gle/ogjoQGmEk3byoFmK7>

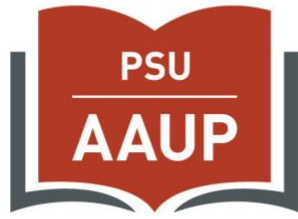
07/25/2023 - Northwest Workers' Justice Project Event Sponsorship

On July 25, 2023, The PSU-AAUP Executive Council voted to sponsor the Northwest Workers' Justice Project (NWJP) 20th Anniversary Event at the Champions of Change level with a \$500 sponsorship. NWJP provides high quality legal support and education to workers and their organizations, focusing on the priority areas of low-wage workers' organizing rights; rights of immigrant workers; rights of contingent workers (i.e. contract, part-time, day haul, temporary, etc.); effects of international trade on low-wage workers. More information can be found on their website here: <https://nwjp.org/who-we-are/>.

07/10/2023 – Portland Jobs with Justice Annual Dinner Sponsorship

On July 10, 2023, The PSU-AAUP Executive Council voted to sponsor Portland Jobs With Justice's Annual Dinner at the Workers' Wonder Level at \$1850. The Dinner takes place on September 7, 2023 and helps support the organization as a hub of support for working people in Portland.

05/07/2023 – Portland Jobs with Justice Summer Solidarity Sponsorship and Donation



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On May 7, 2023, The PSU-AAUP EC voted to sponsor the Portland Jobs With Justice Hot Union Summer Solidarity Celebration with a \$250.00 donation. The event takes place Thursday, June 15, 2023 and is a long running summer event to build solidarity across the coalition.

04/18/2023 – Endorsement of Aruna Masih for Oregon Supreme Court

On its April 18th meeting, the PSU-AAUP Executive Council voted to endorse Aruna Masih for Oregon Supreme Court. [Aruna Masih](#) has, since 2003, represented [labor rights](#) employee civil rights, and PERS issues at the firm [Bennett Hartman](#). The AAUP-Oregon Legislative Committee has looked at Masih's CV and record and finds her to be an exemplary pro-labor candidate with great professional and personal qualities who seems likely to serve AAUP interests very well on the court for all of her six-year term. Masih is also endorsed by Oregon labor union attorneys.

More details of Aruna Masih's work and her political commitments can be found here:

<https://bennetthartman.com/attorney/aruna-a-masih/>

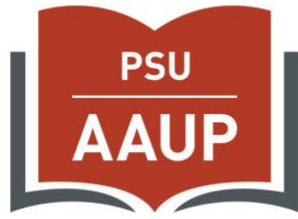
03/06/2023 - Sign on to Opposition of Florida HB999

With the introduction of HB 999, the Florida legislature—at Governor DeSantis's urging—has doubled down on its attacks on academic freedom with a bill that would effectively silence faculty and students across the ideological spectrum and purge whole fields of study from public universities. This bill substitutes the ideological beliefs of those in power for the freedom that is necessary for colleges and universities to serve the common good and function as intellectual centers where young people succeed and where the ideas that drive our country's economy and democracy are ignited. [Read the statement and sign on here.](#)

03/03/2023 – Support and Donation for NW Labor Notes Troublemakers School 2023

On behalf of PSU-AAUP, the Executive Council of the American Association of University Professors, Portland State University Chapter, has voted to donate \$500.00 to the Northwest Troublemakers School to have members attend the school in 2023. This is supported by Portland Jobs with Justice. A registration form will be sent to PSU-AAUP closer to the date for member registration.

03/02/2023 – Endorsement of Support for TRUs



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Solidarity Endorsement in support of the Technical and Rural Universities in Oregon. Details are in the forwarded email and attachment.

Both the staff and faculty unions at the regional universities (TRUs) have been working on efforts to raise awareness about the disastrous funding issues our regional Universities are facing due to the ongoing effects of the pandemic along with a downturn in enrollment. SOU will cut \$11 million dollars and WOU will cut \$5 million dollars from their budgets this year. These cuts are permanent cuts and result in layoffs of staff and faculty and reduced services for our students.

These funding issues are a result of a funding model that links the TRUs to the flagship universities for funding priorities and doesn't take into account the TRUs' lack of foundations, endowments, and donor dollars. Additionally, the TRUs, as part of both their locations and missions, serve primarily underserved populations (first gen, nontraditional, minority populations) from their regions, and these students' enrollments dropped drastically due to the pandemic.

Importantly, we are not asking that funding be taken from the flagships. We are advocating that the PSUF stay funded at current (and, we hope, higher) levels. But, we are asking for bridge funding for both WOU and SOU that will provide them resources to retool in the current environment. EOU and OIT are weathering the crisis currently and are not seeking bridge funding.

Additionally, though there is already 15 million dollars allotted for regional Universities in the Governor's budget, it is a one time allotment for operations that will not have any positive impact on the main budget issues of our universities that directly affect people---LABOR. Nearly 80% of the budget at each of the TRUs accounts for people, and layoffs of staff and faculty are happening now, in addition to the already drastic cuts that have occurred since the beginning of the pandemic. These cuts will continue without a change.

Consequently, our long-term ask is for a revision of the funding formula that will more accurately account for the differences in the TRUs from the flagship universities.

We seek your solidarity and are writing for your endorsement.

The attached (draft) one pager will provide you with more information, and illustrate where we will add your endorsement.

Thank you so much!

Melanie Landon-Hays (WOU faculty union president)

Colby Heidemann (EOU faculty union president)

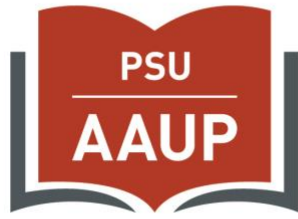
Andie Fultz (OIT faculty union president)

Sara Adams (SOU faculty union president)

Jackson Stalley (SEIU WOU 082 president)

For more information, see:

<https://www.chronicle.com/article/flagships-prosper-while-regionals-suffer>



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<https://ashland.news/sou-faculty-students-sound-off-following-announcement-more-than-80-positions-will-be-cut/>

<https://www.thirdway.org/report/why-regional-public-universities-are-vulnerable-during-recessions-and-must-be-protected>

<https://www.brookings.edu/research/supporting-distressed-communities-by-strengthening-regional-public-universities-a-federal-policy-proposal/>

02/23/2023 – Endorsement for Eviction Representation for All

On its February 23, 2023 EC Meeting, the Executive Council voted to endorse [Ballot Issue 26-238](#), Eviction Representation for All.

The Eviction Representation for All ballot issue has been endorsed by [more than 40 local housing, labor, faith, legal, and community-based organizations](#).

Evictions and housing instability are harmful to workers, who are struggling to live near where they work. [Evictions and housing instability are equally harmful to students](#) at PSU and other campuses across the country. Data from PSU's Student Legal Services (SLS) office shows that 106 student requested help with renter's rights matters between July 1, 2022 - January 31, 2023, with another 18 requests in February 2023. These requests accounted for roughly 21% of SLS's total requests for assistance.

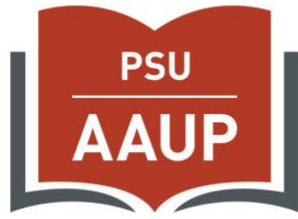
Kim McCarty, the Executive Director of [Community Alliance of Tenants](#), noted, "Evictions should be rare and fair. When tenants have lawyers in eviction court, illegal evictions and unnecessary evictions are avoided, more people stay in their home, it stabilizes our communities and prevents homelessness."

We encourage all AAUP members to review this ballot issue and vote "YES" on May 16th.

[Click Here for More on Eviction Representation for All](#)

EXECUTIVE SUMMARY: Eviction Representation for All (ERA) is a Right to Counsel program designed to provide free legal representation for every tenant in eviction court in Multnomah County. It is a universal program that protects everyone, regardless of income, funded by a less than 1% increase in capital gains tax. Services begin at the first notice of termination, and will be provided by trusted community-based organizations and nonprofit law firms. In addition to legal representation, ERA creates an ecosystem of eviction prevention strategies, including outreach, education, oversight, and support, housed within a Tenant Resource Office in the Department of Human Services.

11/18/2022 – UAW-UC Academic Workers Strike Support and Hardship Fund Donation



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On behalf of PSU-AAUP, the Executive Council of the American Association of University Professors, Portland State University Chapter, has voted to donate \$500.00 to the UAW-UC Academic Workers Strike Support and Hardship Fund to help support the academic workers of UAW Locals 5810, 2865, and SRU.

More information:

[UC Education Workers on STRIKE! Support their Strike Fund: The largest higher education strike in history is ongoing right now at the University of California system.](#) Some of the key demands are \$54,000 a year salary for graduate employees, \$70,000 a year for post-doctoral researchers, and strong contracts throughout. AFT-Oregon has committed to donation towards the UAW 2865, UAW 5810, and Student Researchers strike fund - and [here is a link if you, your local, or your community would like to donate](#). Learn more about the strike at their website: <https://www.fairucnow.org/>

09/19/2022 – PDX JWJ Annual Dinner Donation

On behalf of PSU-AAUP, the Executive Council of the American Association of University Professors, Portland State University Chapter, has voted to make a donation of \$1750.00 to the 2022 Portland Jobs with Justice Annual Dinner. Sponsorship level "Workers Wonder Sponsor".

09/14/22 – Candidate Endorsements

On its September 14, 2022, meeting, the PSU-AAUP Executive Council voted to endorse the following additional Oregon Legislative candidates as the AAUP Oregon Executive Committee have endorsed.

The AAUP Oregon Legislative and Political Committee and additional local campus representatives asked each candidate about topics ranging from funding for higher education to Board of Trustee transparency to student debt and general attitudes toward education.

AAUP Oregon and PSU-AAUP are proud to announce the following endorsements (Click bulleted lines for relevant links). See entry for August 29, 2022 for additional endorsements:

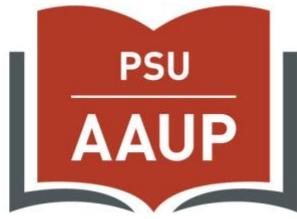
Oregon House of Representatives

[Representative John Lively](#), D, House District 7

[Representative Nancy Nathanson](#), D, House District 13

[Representative Rob Nosse](#), D, House District 42

[Representative Tawna Sanchez](#), D, House District 43



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[Bryan Lepore](#), D, House District 55

Oregon State Senate

[Senator Floyd Prozanski](#), D, Senate District 4

For more information on these candidates, including their completed Candidate Questionnaires, please reach out to AAUP Oregon Organizing Director Matt Burris (matt@aaup-oregon.org).

08/29/22 – Candidate Endorsements

The AAUP Oregon Legislative and Political Committee solicited responses to our 2022 Candidate Questionnaire from 75 candidates for State Legislature in 2022. This year's Questionnaire included over 15 questions on topics ranging from funding for higher education, to Board of Trustee transparency, to student debt, and beyond. Thirty candidates submitted responses. The members of the Legislative and Political Committee reviewed these responses and met on Monday, August 8, 2022 to discuss endorsements. On August 29, 2022 the EC voted to support the following Legislative and Political Committee Endorsements:

AAUP Oregon and PSU-AAUP are proud to announce the following endorsements (Click bulleted lines for relevant links):

Oregon House of Representatives

[Representative Pam Marsh](#), D, House District 5

[Representative David Gomberg](#), D, House District 10

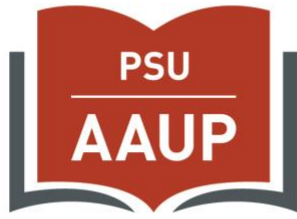
[Ben Watts](#), D, House District 15

[Representative Dan Rayfield](#), D, House District 16

[Representative Paul Evans](#), D, House District 20

[Ramiro Navarro](#), D, House District 21

[Representative Dacia Grayber](#), D, House District 28



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[Representative Susan McLain](#), D, House District 29

[Logan Laity](#), D, House District 32

[Representative Maxine Dexter](#), D, House District 33

[Farrah Chaichi](#), D, House District 35

[Jules Walters](#), D, House District 37

[Representative Khanh Pham](#), D, House District 46

[Representative Zach Hudson](#), D, House District 49

[Representative Ricki Ruiz](#), D, House District 50

[Emerson Levy](#), D, House District 53

[Jonathan Chenjeri](#), D, House District 56

[Lawrence Jones](#), D, House District 59

Oregon State Senate

[Senator James Manning](#), D, Senate District 7

[Senator Deb Patterson](#), D, Senate District 10

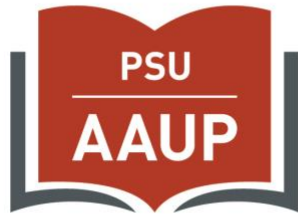
[Aaron Woods](#), D, Senate District 13

[Melissa Busch](#), D, Senate District 16

[Representative Winsvey Campos](#), D, Senate District 18

[Senator Kayse Jama](#), D, Senate District 24

For more information on these candidates, including their completed Candidate Questionnaires, please reach out to AAUP Oregon Organizing Director Matt Burris (matt@aaup-oregon.org).



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08/11/2022 – NWJP Legacy Celebration of Worker Justice Support and Donation

On behalf of PSU-AAUP, the Executive Council of the American Association of University Professors, Portland State University Chapter, has voted to donate \$500.00 to the Northwest Workers Justice Project's (NWJP) Legacy Celebration of Worker Justice to be held on Tuesday, Sept. 13th 2022 at 5:30pm. PSU-AAUP sponsors the event at the Champion of Change level of sponsorship (\$500) with donation money specifically going to the NWJP Action Fund, a 501(c)(4) nonprofit. [More information on the fund.](#)

04/14/2022 – Portland May Day Coalition Donation

On behalf of PSU-AAUP, the Executive Council of the American Association of University Professors, Portland State University Chapter, has voted to make a donation of \$200.00 to the Portland May Day Coalition to support volunteer interpreters/translators and graphic designers, purchase supplies, etc. Planning to set up a table at the PSU Park Blocks around 2pm.

Event details:

Theme: Migrants and Workers of the World Unite!

Location: Gather at Battleship Memorial in Tom McCall Park 11am; March at 12pm to Starbucks; Rally at the PSU Park Blocks at 2pm

04/12/2022 – PDX JWW Summer Solidarity Celebration Donation and Support

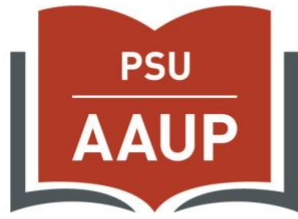
On behalf of PSU-AAUP, the Executive Council of the American Association of University Professors, Portland State University Chapter, has voted to partner with Portland Jobs With Justice's 2022 Summer Solidarity Celebration in the amount of \$250.00. This donation amount places us as an "Organizer" level sponsorship which includes tickets at will call for 10 people, logo on website and social media sponsor list.

The event takes place:

Thursday, May 26, 2022 from 6-8pm

The Village Ballroom

704 NE Dekum St. Portland, OR. 97211



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03/24/2022 – SEIU Student Debt Cancellation Rally Donation and Support

On behalf of PSU-AAUP, the Executive Council of the American Association of University Professors, Portland State University Chapter, has voted to support the Student Debt Cancellation rally on April 4, 2022, with a donation of \$300.00. The rally is in conjunction with the Together 4 PSU Coalition organizations, which includes campus unions, ASPSU, and Oregon Student Association. Donation fees went towards providing food and materials for the event. Our total donation amount was sent to reimburse SEIU Local 89 which directly paid for the cost of food and materials.

02/10/2022 – HELU Summit Support and Donation

On its February 10, 2022 meeting, the Executive Council voted to support the Higher Education Labor United's Winter 2022 Summit with a donation of \$1000.

More information from the summit:

We're excited to officially announce Higher Education Labor United's Winter 2022 Summit! During this Summit we will collectively create an action plan to transform the U.S. higher education system so that it secures our nation's democratic future, serves as a vehicle for addressing inequities, and is led by workers, students, and communities.

The summit will take place over February 23, 24, 26, and 27, with a detailed schedule to come soon. Registration is now open to all members of the higher education labor community.

Join us as we launch our new program areas (Coordinated National Organizing, National Political Engagement, and Policy Development and Advocacy) and organize to build our movement. We welcome anyone who is interested to join our Winter Summit coordinating committees.

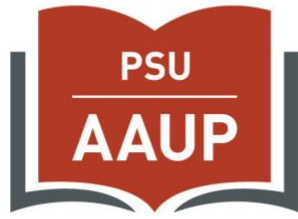
In order to support the graduate, adjunct, staff, and marginalized organizers doing significant work to make the summit happen, we are asking registering unions to contribute based on their size and capacity, and attendees not affiliated with a contributing union or organization to support the Summit in any amount they can. Only contributing unions and organizations will be able to have voting delegates at the Summit.

Please contact us at info@higheredlaborunited.org for more information or if you have any questions.

Thanks, and see you soon!

Naomi, Ian, Ariana, Trent, Jewel, Sean, and Tracy

HELU Winter Summit Organizing Team Leads



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01/28/22 – Support student petition: Open letter to Portland State University President Stephen Percy, the Board of Trustees, and Provost Susan Jeffords

On January 28, 2022, the EC approved to support a petition by a group of students, not part of any formal organization, via AAUP faculty member, Katie Casemento, to ask for our support of their following petition:

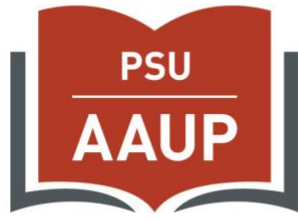
We are the students, staff and faculty of PSU.

It is fundamentally irresponsible to try to **mandate** an increased return to campus at the earliest possible sign that it **may** be safe. It is not currently possible to predict a date when the need for remote accommodations will end, or meaningfully decrease.

In light of the continuing nature of the Covid crisis and the continued inaction and irresponsible statements made by the president of the University, we demand:

1. That instructors be free to switch to remote instruction immediately and without an arbitrary end date.
2. That instructors not be tasked with surveying/testing the health status of their students.
3. That the University provides unconditional support for departments and instructors making the switch to remote instruction.
4. That the University commits to ensuring 6ft distancing and adequate ventilation for any classes continuing with an in-person component.
5. That the University makes real efforts to ensure that students taking remote course offerings can maintain financial aid and visa status. In the cases where these efforts fail, we expect the University to provide information and support on the correct paths for the affected students to protect their continued access to education and financial aid.
6. That the University requires and provides mandatory weekly covid testing for students, staff and faculty who are not working fully remotely

01/27/22 – GTFF Letter of Support for UofO



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On January 27, PSU-AAUP Executive Council voted to support the Graduate Teaching Fellows Federation (GTFF) in their [demands](#) to the University of Oregon for proactive safety measures. Read more about from our blog article here: <https://www.psuaaup.net/blog/entry/uo-graduate-union-collective-bargaining>

08/24/21 – Petition to Delay Return to Campus

On August 24, PSU-AAUP Executive Council voted to endorse our own petition to delay returning to campus. We have written a petition for members to sign on requesting that PSU stay remote for the foreseeable future. This petition was written by members of the Strategic Communication committee but is also endorsed by the other unions on campus, Portland State University Faculty Association (PSUFA) and Graduate Employees Union of Portland State University (GEU of PSU).

Read our blog piece on the [petition here](#).

08/19/21 – Higher Ed Labor Vision Platform

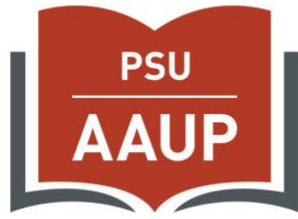
On August 19, 2021, PSU-AAUP Executive Council voted to endorse the [Higher Ed Labor Vision Platform](#). The platform consists of commitments to be undertaken by the higher education labor movement to promote reinvestment in higher education, unionization and collective bargaining, an end to precarious contingent employment, reduction of administrative bloat and excessive compensation, shared governance, and financial transparency, among other goals. The platform closely aligns with PSU-AAUP's own values and commitments.

08/19/21 – Divest Oregon Campaign

On August 19, 2021, PSU-AAUP Executive Council voted to endorse the [Divest Oregon Campaign](#). The campaign demands that the State Treasurer and the Oregon Investment Council immediately halt any new investments in fossil fuels and, by 2026, phase out current fossil fuel investments. The campaign draws attention not only to the adverse impact of such investment on climate change but also the below-market return on such investments, which generate funds for retirement plans like PERS.

07/22/21 - Understanding the Attacks on Teaching: A Background Brief for Educators and Leaders

On July 22, 2021, PSU-AAUP Executive Council voted to endorse [Understanding the Attacks on Teaching: A Background Brief for Educators and Leaders](#). The brief provides an in-depth background on the attacks against



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social justice education and critical race theory. It specifically highlights tactics meant to weaken unions and collective action.

06/10/21 – Resolution provided by PICOC regarding student debt cancellation

GENERIC RESOLUTION FOR LOCAL ADAPTATION

Provided by Pacific Northwest Inter-Campus Organizing Collective (PICOC)

See our full adaptation [HERE](#)

WHEREAS, between the 1940s and 1980s, millions of Americans gained four year degrees at public universities without incurring debt, while 45 million Americans are now burdened—often for life—with \$1.7 trillion in student debt,¹ and research has demonstrated that cancelling student loan debt and eliminating debt in higher education would infuse local communities with funds, and present enormous economic opportunities for communities across the United States to increase local spending, create better jobs, and provide a deeply needed stimulus during the pandemic^{2,3};

WHEREAS, women⁴; Black, Latinx, Indigenous, Asian and Pacific Islander, and other communities of color⁵; LGBTQIA+ individuals⁶; economically disadvantaged residents; and young adults and elderly people experience

¹ [Federal Reserve Board, *Consumer Credit*, December 7, 2020](#)

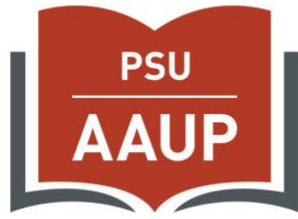
² [Fullwiler, Scott, Stephanie Kelton, Catherine Ruetschlin, and Marshall Steinbaum, "The Macroeconomic Effects of Student Debt Cancellation," *Levy Economics Institute*, February 2018](#)

³ [Hoffower, Hillary and Madison Hoff, "The case for cancelling student debt isn't political—it's practical. Here are the benefits of erasing \\$1.6 trillion, no strings attached," *Business Insider*, December 5, 2020](#)

⁴ ["Deeper in Debt: Women and Student Loans", *AAUW*, 2020](#)

⁵ ["Student Loan Debt by Race", *EducationData.org*, 2021](#)

⁶ [Kuchar, Kristen, "LGBTQ Community Faces Greater Challenges with Student Loans and Paying for College." *Savingforcollege.Com*, April 7, 2020](#)



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the impacts of student debt and debt most acutely⁷, and cancelling it would advance racial, gender, generational, and economic justice^{8,9};

WHEREAS, abolishing of student debt also represents an incredible moral opportunity to support our communities, addressing some racial and gender wage gaps, and providing better overall health outcomes to the general population since debt is associated with negative mental and physical health outcomes, like stress, depression, general health, obesity and mortality¹⁰;

WHEREAS, cancelling student debt would advance democracy at a critical moment for the country, freeing up millions of Americans to participate in public life, and cancelling debt

is a policy that is strongly supported across all political parties and across the country, and President Joe Biden and the Democrats committed to some form of student debt cancellation during the 2020 election;

WHEREAS, student debt cancellation is only one step toward relief and a better higher education system, and examples from overseas¹¹ show the need for elimination of full student loan debt and investment in and pathways toward College for All and other programs to support higher education as a public good that is necessary for a functioning democracy;

WHEREAS, elimination of debt in higher education and pathways to education as a public good represents substantial opportunities to increase economic and public health security, expand prosperity for local residents, and save cities, municipalities, and states money;

NOW THEREFORE IT BE RESOLVED by the [GOVERNING BODY] of [AREA] calls for the Federal Government to commit to cancel all student debt.

[GOVERNING BODY] requests that the Federal Government enacts a plan to cancel student debt and begin the transition to education as a public good.

Introduced on [DATE] by: Adopted on [DATE]

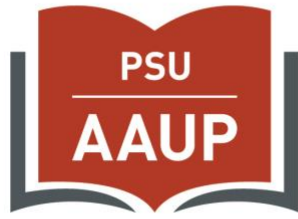
⁷ [“Average Student Loan Debt by Age”, EducationData.org, 2021](#)

⁸ [Sainato, Michael, “Americans Stress over ‘Unshakeable Burden’ of Student Loan Payments.” The Guardian, May 30, 2021](#)

⁹ [Rockeman, Olivia, and Catarina Saraiva, “Millennials Age 40 With No Home, More Debt Run Out of Time to Build Wealth.” Bloomberg.Com, June 3, 2021](#)

¹⁰ [Body, Dyvonne, “The Burden of Debt on Mental and Physical Health”, The Aspen Institute, August 2, 2018](#)

¹¹ [Goetz, Lisa, “6 European Countries with Virtually Free College Tuition”, Investopedia, February 6, 2021](#)



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06/03/21 – Statement on Behalf of Faculty and Staff of Oregon Universities and Colleges Stands in Solidarity with the Palestinian People

BACKGROUND

PSU-AAUP issued a brief statement on May 20 condemning colonization, occupation, and continuing violence by the State of Israel against Palestinians. There has been an upswell of similar expressions from academic and labor organizations across the country.

RATIONALE

There is a two-fold rationale for the statement below. First, Oregon public university faculty are fully organized, and the academic labor movement in our state shares a commitment to bearing witness to and speaking up against injustices beyond our workplaces. There is a need for our use to speak up against this injustice *as a statewide movement*. Secondly, whereas general statements of support from academic labor are an important part of bearing witness to injustice, there is an additional need for statements that articulate concrete lines of action (as the statement below does).

MOTION

The Executive Council of PSU-AAUP signs on to the statement below and will share the statement with our sibling academic labor organizations across the state.

Statement on Behalf of Faculty and Staff of Oregon Universities and Colleges Stand in Solidarity with the Palestinian People

June 9, 2021

Signed by:

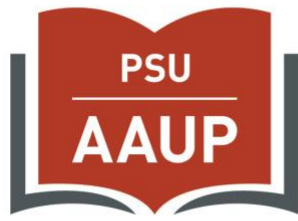
American Association of University Professors, Oregon (AAUP-Oregon)
Portland State University-AAUP

As staff, faculty, and students of Oregon universities and colleges, we support Palestinians' right to self-determination and right to self-defense against the terror inflicted on them by the state of Israel in Gaza, the West Bank, and Sheikh Jarrah, and other neighborhoods of East Jerusalem.

We affirm Palestinian human rights in the face of illegal occupation, displacement, and what [international](#) and [Israeli](#) human rights organizations are recognizing as a degrading system of apartheid.

Just this last week the Palestinian people have been illegally dispossessed of their homes (Sheikh Jarrah), detained and murdered in the occupied lands of 1948 under the watch of the Israeli Defense Forces, detained and murdered in the West Bank under the cooperation of the Palestinian Authority, and bombed and besieged in Gaza. What the world is witnessing is a ghastly instance of the tyranny of the colonizer toward the colonized.

We express our commitment to exercising our rights of free speech and academic freedom in bearing witness to, teaching and studying the causes of this tragedy.



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We are committed to engaged and honest conversation and investigation on the range of methods to bring justice to the Palestinian people, including all forms of non-violent protest, boycotts, and economic pressure, and methods of building a just relationship between the Palestinians and the state of Israel.

Those of us who are Americans also recognize and denounce the role of United States support and complicity with the tragedy of Palestinians. We accept the responsibility for demanding accountability of our government and an end to unconditional support (currently at \$3.8 billion a year) for the ongoing aggression of the state of Israel against the Palestinian people.

At our Oregon universities and colleges, we commit to a careful and ethical examination of, and conversation about, our relationships with universities and institutions in Israel. We do not wish to be unwittingly standing in the way of a movement that seeks non-violent means to end the apartheid, ethnic cleansing, occupation, and violence that besiege Palestinian lives. We also commit to a deliberate cultivation of relationships with universities and institutions in Palestine and Israel that are working on paths towards a just coexistence.

We uphold that the Palestinian struggle is proverbial in its breadth and endurance, and indispensable in our commitment to end all forms of oppression and racism, including Islamophobia, anti-Semitism, and anti-Blackness.

As scholars, we join a growing number of communities of scholars* in support for an urgent, and just resolution to the suffering Palestinians.

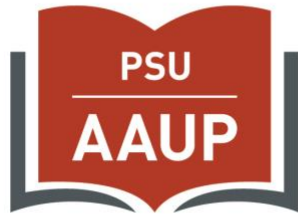
* We are aware of the following: [Scholars of Jewish Studies and Israel Studies](#), [Palestinian Feminist Collective](#), [Palestine and Praxis: Scholars for Palestinian Freedom](#), [National Women's Studies Association](#), [Association of Asian American Studies](#), [Middle East Studies Association](#), [Gender Studies Departments in Solidarity with Palestinian Feminist Collective](#), [UCSC Feminist Studies](#), [UCSC Critical Race and Ethnic Studies](#), [UIC Global Asian Studies](#), [UCSD AAPI Studies Program](#), [UC Berkeley Ethnic Studies](#), [UC Davis](#), [UCLA](#), [UIUC Asian American Studies Department](#), [Princeton University](#), and [Yale Ethnicity, Rights, and Migration](#).

05/21/2021 – Solidarity with Palestine

Last week the PSU-AAUP Executive Council endorsed the following statement:

"The Executive Council of AAUP speaks out in condemnation of the colonization, occupation, and continuing violence and terror perpetrated by the State of Israel against Palestinians in Gaza, East Jerusalem, and the West Bank. A threat to justice anywhere is a threat to justice everywhere and we must not be silent, never again."

We are aware that speaking up against injustices caused by the State of Israel can re-stimulate for some the wounds caused by a long history of anti-Semitism and other ethnically-based conflicts and genocides throughout the world. We hold space for that pain as well.



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04/22/2021 – College for All Act

At its April 22, 2021 EC Meeting, the Executive Council voted in support of the College for All Act. Details from the act below:

College for All Act

Tuition and Debt-Free College for Working Families:

More than a half century ago, President Lyndon B. Johnson signed the Higher Education Act of 1965. As President Johnson declared, “I want you to go back and say to your children and to your grandchildren, and those who come after you and follow you—tell them that we have made a promise to them. Tell them that the truth is here for them to seek. And tell them that we have opened the road and we have pulled the gates down and the way is open, and we expect them to travel it.”

The College for All Act represents the most substantial expansion of higher education since the Great Society and opens up the dream of a college degree to millions of children in working families across the United States. It would make transformative, unprecedented investments in higher education, the largest in the modern history of the United States. It would allow students in families who earn less than

\$125,000 a year to attend college without fear of being saddled with student loan debt.

College for All would allow students to attend tuition and debt-free public colleges and universities and public trade schools. It would also allow students to attend tuition and debt-free public and private, non-profit Historically Black Colleges and Universities (HBCUs), Hispanic-Serving Institutions (HSIs), Asian American and Native American Pacific Islander Serving Institutions (AANAPISIs), Tribal Colleges and Universities (TCUs), and other Minority-Serving Institutions (MSIs).

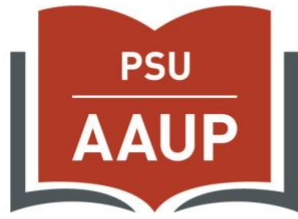
College for All would generate hundreds of billions of dollars for the economy. And most of all, it would provide a clear path into economic security and the American middle class.

Eliminates tuition and fees at public four-year colleges and universities for those making up to \$125,000 and makes community college tuition- and fee-free for all

Provides tuition-free community colleges and public trade schools for all students.

Provides tuition-free public four-year colleges and universities for students in families who earn less than \$125,000 a year.

Provides tuition-free private, non-profit Historically Black Colleges and Universities (HBCUs), Hispanic-Serving Institutions (HSIs), Asian American and Native American Pacific Islander Serving Institutions (AANAPISIs), Tribal Colleges and Universities (TCUs), and other Minority-Serving Institutions (MSIs) for students in families who earn less than \$125,000 a year.



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Creates a federal-state partnership in which the federal government covers 75% of the costs of eliminating tuition and the states cover 25 percent of the costs.

Encourages states and localities to sustain and expand existing tuition-free programs.

Doubles Maximum Pell Award to \$13K and allows Students to use Pell Grants to Cover Living Expenses and Help Ensure Debt-Free College.

Doubles the maximum Pell Grant award: \$6,495 to \$12,990 for the 2021 -2022 school year. Excludes for-profit institutions from this funding increase.

College for All would also improve the Pell Grant by treating it as a “first-dollar” program so students can use their Pell Grants to cover living and non-tuition expenses. This legislation would also tie Pell Grants to annual inflation adjustments and increase the lifetime eligibility from 6 years to 7.5 years.

Further, it would permit Pell eligibility for Dreamer students, make Pell exempt from being taxed as income, and fully fund Pell Grants as a mandatory program.

\$10 Billion Equity Grant to Underfunded Institutions

Establishes a \$10 billion grant to address equity gaps at under-funded public colleges and universities and private, non-profit Historically Black Colleges and Universities (HBCUs), Hispanic - Serving Institutions (HSIs), Asian American and Native American Pacific Islander Serving Institutions (AANAPISIs), Tribal Colleges and Universities (TCUs), and other Minority-Serving Institutions (MSIs).

Institutions are required to use the grant to invest in reforming remedial education, academic advisors, mental health counselors, and tutors, and reduce class sizes.

Triples Federal TRIO Funding

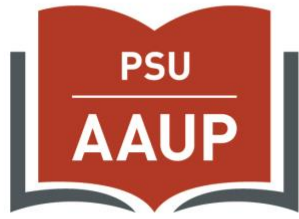
Triples Federal TRIO funding from \$1.097 billion in FY21 to \$3 billion in FY22 to serve an additional 1.4 million low-income students, students with disabilities, and first-generation college students in their pursuit of a higher education.

Doubles Gaining Early Awareness and Readiness for Undergraduate Programs (GEAR UP) Funding

Doubles GEAR UP funding from \$368 million in FY21 to \$736 million in FY22 to allow at least an additional 530,000 students from low-income schools to participate in the program.

Paid for by a Tax on Wall Street Speculation

A separate bill would impose a small Wall Street speculation tax of just 0.5% on stock trades (50 cents for every \$100 worth of stock), a 0.1% fee on bonds, and a 0.005% fee on derivatives. This would raise up to \$2.4 trillion over the next decade. Thirteen years ago, the middle class bailed out Wall Street during their time of need even as the middle class was struggling. Now, it is Wall Street's turn to rebuild the struggling middle class by paying a modest financial transactions tax to make sure that everyone in America who wants to get a higher education can do so without going into debt.



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04/08/2021 - Stand in Solidarity with OIT

At its Thursday, April 8th meeting, the PSU-AAUP Executive council voted to stand in solidarity with OT-AAUP, a sibling union chapter at Oregon Institute of Technology (OIT), whose membership overwhelmingly voted to authorize a strike. In 2014, when PSU-AAUP voted to strike, we were within 24 hours of a walkout when we came to a tentative contract agreement with Administration. This was largely in part to the support and solidarity shown of us by our union siblings in Portland and beyond. We could not have averted a strike without strong shows of solidarity.

After sixteen months our union siblings at Oregon Tech are **still** negotiating important contract issues related to benefits (OIT Administration wants the option to pull members out of PEBB in the contract), workload, compensation and equity pay increases, and other working conditions. This is the first contract negotiation that this new AAUP chapter has undertaken.

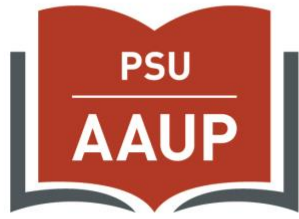
It's apparent that OIT Administration does not recognize the legitimacy of a union, nor the important protections it provides to members. Let's show them what it means to be union strong!

04/08/2021 – AAPI Presidential Fellows Report and petition to President Percy

At its Thursday, April 8th meeting, the PSU-AAUP Executive Council voted to endorse the AAPI Presidential Fellows Report and Petition to President Percy. The [report](#) outlines three recommended actions for the University:

- ACTION 1: Establish an Asian American and Pacific Islander Studies Program in the School of Gender, Race and Nations by the 2022 Fall term.
- ACTION 2: Collect disaggregated and nuanced data to better understand the experiences and challenges faced by Asian American and Pacific Islander students at Portland State.
- ACTION 3: Establish policies and practices to retain, recognize, and reward Asian American and Pacific Islander faculty and staff whose efforts help to enable the University to deliver on its access mission.

The petition asks President Percy and his Administration to take to heart the data and recommended actions documented in the report.



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03/18/2021 – Asian Pacific American Labor Alliance, AFL-CIO, Statement Condemning Misogyny and White Supremacy that Motivated Recent Murders in Georgia

[APALA Grieves for the Asian Women Who Were Victims of Targeted Shootings in Georgia, and Condemns Misogyny and White Supremacy that Motivated These Murders](#)

For Immediate Release: March 17, 2021

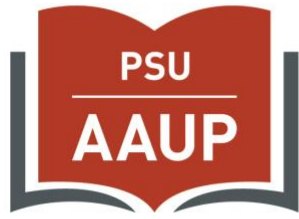
Contact: Michelle Loo, michelle@apalanet.org

Washington, DC - Last night, eight people were murdered at three spas in Georgia, many of whom were Asian and immigrant women that were targeted at their workplaces. These killings happened amidst a global pandemic that has revealed the vulnerability most workers face in America and brought to the forefront anti-Asian racism, both of which are critical to maintaining white supremacy. These murders show how both racism and sexism shapes the specific ways that Asian women experience violence; Asian women are fetishized as sex objects and perceived as deserving of violence. Such dehumanization goes back to more than a century ago when the Page Act of 1875 defined all Asian women as sexually deviant and therefore limited their mobility and freedom. These murders were also driven by the demonization of China, where institutions from all sides are blaming a whole nation of people, and thus all people racialized in the same way, for everything from the COVID-19 pandemic to the resulting failing economy.

Monica Thammarath, President of the Asian Pacific American Labor Alliance, AFL-CIO stated, “We grieve for the eight workers who were killed in Atlanta. We take a moment to acknowledge that many of them were the aunts and immigrant women in our communities who face immense barriers to finding work and supporting their families. We also should not overlook the fact that these were Asian and Asian American women working in industries with few worker protections and oversight. It is misogyny and white supremacy that both empower white nationalists to acts of violence, and policymakers to exclude workers from protections when they are in industries disproportionately represented by women and immigrants. We will hold the women and their coworkers and their grieving loved ones in our hearts as we continue to fight for our communities.”

Building safety starts in our local communities. Check out the [#WeKeepUsSafe: APALA's Resource Guide on Anti-Asian Violence](#) to learn more about how we can work together in the face of violence. We can learn so much from our Black and brown siblings on how we can build community safety without calling for more systems that perpetuate violence towards women, immigrants, Black people, disabled people, and others in our communities.

We echo the calls of our siblings at [Advancing Justice Atlanta](#), “During this time of crisis for our AAPI community, we call on our local and state government to provide robust and responsive crisis intervention resources, including in-language support for mental health, legal, employment, and immigration services. It is time for Georgia to invest in transformative justice that begins with cross racial dialogue and community-building that address the root causes of violence and hate.”



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02/12/2021 – A New Deal for Higher Education Plan

Cosponsored by AAUP and AFT, the campaign's goal is stated as:

The New Deal for Higher Education platform seeks to recenter our public colleges and universities as a common good. In addition to addressing tuition costs, institutional funding, and student debt relief, we will pursue reforms related to racial injustice and inequities, labor practices, academic freedom and governance, federal research funding, technical and vocational education, and a host of other challenges that have diminished our national capacity to educate our communities.

Expertise and critical thinking are under attack, and our society suffers as a result. We need to reaffirm the roles that higher education plays in our society. We must stand up for a just, inclusive system of higher education, one that can help transform our society. We need a New Deal for Higher Education.

BUILD PROSPERITY FROM THE BOTTOM UP

Education and educated people drive economic success, from the vibrancy of our communities to the health of the whole economy. Higher education provides these tools by preparing students to be the workforce of the future, from teachers, nurses, and technicians to programmers, paralegals, and IT specialists. As large employers, universities and colleges have the ability to reverse course and lead with truly high road practices that strengthen the stability of their workforces, the educational experiences of their students, and their local economies.

ADVANCE SOCIAL, RACIAL, AND ECONOMIC JUSTICE

Teaching and research should raise our awareness of systemic inequalities and racism, and pioneer new ways to address them. The education and training available to students in higher education should also create economic mobility and reverse economic disparities. If our system of higher education is affordable and accessible to all, it can be a pillar of a more just world.

STRENGTHEN DEMOCRACY AND CIVIL SOCIETY

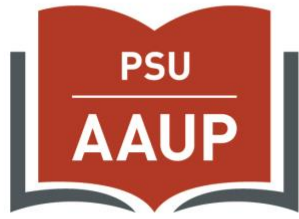
Participating in democracy requires the ability to recognize truth, to challenge our understandings, and to think critically about the world in which we find ourselves. Higher education challenges all students to build these abilities.

Strengthening higher education makes our democracy stronger because it empowers people to think about their lives and make meaningful change in the world.

FOSTER KNOWLEDGE AND INNOVATION

Higher education must inspire the free exchange of ideas and the search for truth. All scholarship and teaching creates value--whether it is social, economic, or cultural. Scholarly work advances us as a society and prepares us for the challenges of our world.

The New Deal for Higher Education platform will seek to recenter our public colleges and universities as a common good. In addition to addressing tuition costs, institutional funding, and student debt relief, we will pursue reforms related to racial injustice and inequities, labor practices, academic freedom and governance, federal research funding, technical and vocational education, and a host of other challenges that have diminished our national capacity to educate our communities.



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AAUP/AFT New Deal for Higher Education

11/30/2020 – Letter to City Council regarding upcoming Portland Police Association Contract:

Portland Police Association Contract

For a Fair Police Contract That Serves the Public

Beginning in 2021, the City of Portland will start its next round of negotiations with the Portland Police Association over the labor contract covering sworn police officers. Amid a historic uprising against police brutality in the streets of Portland and across the country, we, the undersigned, call upon the City to keep the needs of grassroots Portlanders at the center of the bargaining process. As outlined below, the current City contract and side agreements with the PPA contain barriers to effective oversight of policing, and make it virtually impossible to fire officers for using excessive force or engaging in biased policing. While strengthening the City's contract with the PPA won't fix every issue in policing in Portland, it is an important part of the broader fight to hold police accountable for the harms they cause our communities.

A Public and Transparent Contract Process, True Police Accountability

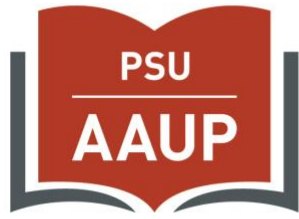
City officials must be clear about the intended timeline for negotiations AND the timeline for setting the city's bargaining priorities, especially in light of the postponement of negotiations in 2020 due to the COVID pandemic. Bargaining priorities must be set through a public process involving the entire City Council, including numerous opportunities for community members to provide meaningful input, direction, and oversight. All bargaining sessions should be open to the public, allowing much needed transparency into a process where historically the most important decisions are made behind closed doors.

Since the end of May, tens of thousands of Portlanders have collectively taken to the streets to protest police violence. Over 70,000 Portlanders called, emailed, or otherwise contacted City Council over the Police budget in June. The City has a mandate to rethink public and community safety, and changing the PPA contract is part of that work. When police harass, maim, and kill members of our community, they should face real consequences, up to and including termination.

Why Portland Should Improve its Police Association Contract Now: Brutal Attacks and Lack of Trust

From April 2018 to July 2020 alone, Portland Police Bureau officers killed nine people, shot at several more, and launched brutal assaults on unarmed demonstrators nearly every day since the ongoing uprising against police brutality began. This city needs a contract that guarantees true accountability for use of excessive force. National research is clear: contracts that include the following proposed changes reduce instances of police violence and make the city safer for residents and for police.[1]

Lack of public trust in the police is a serious reality in Portland; a contract that enforces community standards is a key component of rebuilding public trust. We support public employees' right to negotiate good working conditions, but reject the notion that clauses which solidify barriers to accountability constitute "working conditions." As public employees with authority to use deadly force, police occupy a unique position. Studies show that a contract that holds officers accountable can lead to improved safety rates for officers themselves, which we would in turn expect to improve officer morale.[2]



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Specific Changes In the Contract that We Demand:

Enable an Effective System of Civilian Oversight: With the overwhelming passage of Ballot Measure 26-217, the people of Portland have made clear their desire to change the current system of civilian oversight. In order to comply with the intent of the measure, the following sections of the PPA contract will need to be changed so that civilian investigators have the power to investigate deadly force incidents and are fully empowered to independently investigate police misconduct:

- Meaningful power: An independent civilian agency needs the ability to compel officers to testify, and recommend and impose discipline.[3]

- Deadly force: An independent civilian agency must have explicit jurisdiction in deadly force cases. [4]

Hold Officers Accountable for Excessive Force or Bias-Based Policing: The City must be able to fire officers who have used excessive force or exhibited racism or other oppression against targeted communities. Provisions in the current contract severely limit the scope of misconduct investigations and narrowly restrict how discipline is handled. Recent state legislation on arbitration decisions has not substantially affected these limitations.

- If the PPA objects to a disciplinary decision, they can demand a review by an outside arbitrator who can overturn the discipline. The City may not appeal the arbitrator's decision. This provision should be struck from the contract. [5]

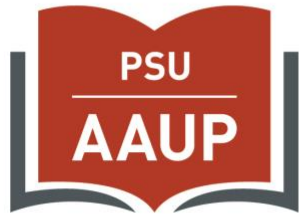
- Change the Discipline Matrix: Although the Discipline Matrix is not a part of the PPA contract, it is a major factor related to holding officers accountable. The Discipline Matrix should not be part of the contract, but the document should be addressed during these negotiations. As became clear when an officer made racially biased (and violent) comments as a "joke" and could not be fired, the Discipline Matrix needs to allow for firing of officers who commit such acts on their first offense. We urge the City to fix this part of the Matrix. [6]

Public accountability for misconduct: The public should be informed when officers are disciplined. The contract prevents this by specifying that if the City reprimands or disciplines an officer, "it shall be done in a manner that is least likely to embarrass the officer before other officers or the public." This provision should be struck from the contract. [7]

Fairness in the Investigation Process: During misconduct interviews, officers receive 10-minute breaks every hour as well as additional rest and bathroom breaks at the officer's request. When police interview members of the public in criminal investigations, such breaks are not mandated. While the processes are different, the stakes around officer administrative investigative interviews are high. Therefore, this provision should be struck from the contract and the Police Bureau should use the same process for both the public and the police. [8]

Protect Complainants' Rights:

- If an investigation results in an officer being charged with misconduct, the officer will receive the "names of all witnesses and complainants who will appear against the officer and/or whose statements will be used against the officer," which raises serious concerns about possible retaliation against those trying to hold officers accountable for misconduct. The City claims anonymous complaints are possible, but the contract should not allow the



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offending officer to have access to a complainant's or witnesses name and information. This provision should be struck from the contract. [9]

- While members of the public often fight for weeks or months to receive police reports during criminal investigations, officers in misconduct investigations are offered a copy of the recording of their interview, and if they are charged with a crime, receive all copies of investigation-related interviews within 7 days. [10] If these provisions cannot be fixed to protect civilians' rights they should be struck from the contract.

Institute Comprehensive Mandatory Drug Testing: Require mandatory drug testing, including for steroids, after officers use force on the public. [11] When truck drivers have accidents, they are tested, the same should go for police in these serious situations.

Policy Concerns Related to the PPA Contract:

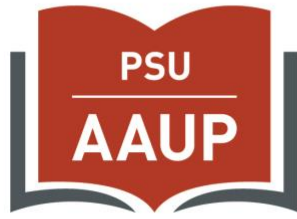
In addition to the items being negotiated directly with the Portland Police Association for their Collective Bargaining Agreement, we ask Council to consider these issues which may come up as side agreements to the actual contract. While we do not necessarily agree that any of these subjects are mandatory for bargaining, we encourage them to be worked out during negotiation.

Details on the oversight system: When the current civilian oversight body reviews the disciplinary decisions of the Police Bureau, they are required to use the "reasonable person" standard which asks whether a reasonable person given the same evidence would agree with the Bureau's finding. This "standard of review" requires the Citizen Review Committee--and the City-- to defer to the police point of view. [12] Regardless of who reviews these cases in the future, the standard of review should be changed to "preponderance of the evidence": does the majority of evidence in the misconduct case support or contradict the Bureau's decision.

End Special Duty for Second Employers: The Special Duty for Second Employers program allows off-duty police officers to provide security services for corporations and retailers, such as the Apple Store in downtown Portland, while using their City-issued, taxpayer-owned uniforms and equipment on behalf of these private companies. The Portland Police Association controls how, where, and when officers are assigned to these duties. Publicly-employed police officers should not be providing security to private entities, especially not when they use taxpayer dollars to do so. We demand the end of the Special Duty for Second Employers program. [13]

Body Cameras: The current policy on body-worn cameras was negotiated in 2016 and the draft at the time suggested that officers should be able to review body camera footage before writing reports. [14] While we do not take a collective position on whether Portland Police should wear body cameras, we do believe it's important to address the policy on body cameras in the event the City decides to move forward with them. Experts have said that the current policy will not provide evidence of what the officer's "reasonable belief" was at the time of the incident. We urge Council to disallow review of footage until after reports are written.

We also encourage the City to publish a list of all side agreements which have been made with the PPA, as they affect public policy just as much as the contract itself does. Often community members call for change and accountability and are told it cannot be done due to the contract, when in fact the policies in question have been negotiated in another form. Except for the Ordinance accompanying the 2016 agreement, [15] it is not clear how the community is expected to know the substance of such agreements being made in our names. 6



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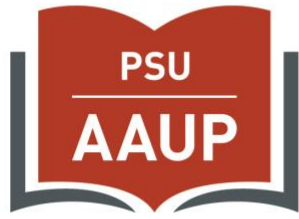
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Signed,

Unite Oregon
ACLU of Oregon
Portland Jobs with Justice
Portland-Metro People's Coalition
Portland Copwatch
Jewish Voice for Peace PDX
Voz Workers Rights Education Project
Communication Workers of America Local 7901
Portland State University, American Association of University Professors, Executive Council
Portland's Resistance
Oregon Physicians for Social Responsibility
Portland DSA
Portland Forward
Oregon DA for the People
Onward Oregon
Portland Interfaith Clergy Resistance
As the Spirit Moves Us
Ainsworth United Church of Christ
First Unitarian Portland
Veterans For Peace Chapter 72
Some Members of the Portland Jewish Community

Footnotes

- [1] Sinyangwe, Samuel, "Examining the Role of Use of Force Policies in Ending Police Violence" (September 20, 2016). Available at SSRN: <https://ssrn.com/abstract=2841872> or <http://dx.doi.org/10.2139/ssrn.2841872>
- [2] See preceding citation, as well as Perez, Douglas, *Common Sense About Police Review* (Temple University Press, 1994).
- [3] Portland Police Association Contract Sections 61.2.2 and 61.2.2.4
- [4] Section 62.1.3
- [5] Section 22.5
- [6] Portland Police Bureau Discipline Guide Category C: Offensive or discriminatory language (e.g. epithets) and Category D: Disparate treatment
- [7] Portland Police Association Contract Section 20.2
- [8] Section 61.2.2.6
- [9] Section 61.2.3.2
- [10] Sections 61.2.2.8 and 61.2.3.1
- [11] Section 61.10
- [12] City Code 3.21.020(S)
- [13] Portland Police Association Contract Section 57.2
- [14] 188037 BODY WORN CAMERA PROCEDURES
- [15] Ordinance number 188037 as amended



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[See the full letter at UniteOregon.org/policing](https://UniteOregon.org/policing)

10/15/2020 – Local Democracy PDX pledge and send the following petition to elected leaders (based on [Choose Democracy's national pledge](#)):

1. We will vote.
2. We will refuse to accept election results until all the votes are counted.
3. We will nonviolently take to the streets if a coup is attempted.
4. If we need to, we will shut down “business as usual” to protect the integrity of the democratic process.

Petition to elected leaders including the Mayor and City Council, the County Commission, and the Governor:

We are in a presidential election in which the incumbent candidate has threatened to take power by force by not counting all votes and/or ignoring the vote if he loses. There will be public protests should these threats materialize.

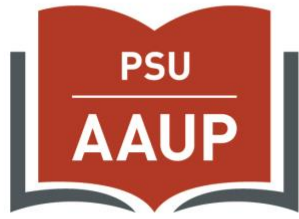
The undersigned organizations and individuals are looking to our City, County, and State officials to commit to the following:

1. Uphold our First Amendment rights by not interfering with public protest. This means no use of collective punishment or a militarized police response, such as the use of chemical weapons of any kind, crowd control munitions, or “less” lethal munitions.
2. Ensure that federally deputized officers from any and all law enforcement agencies are kept off-duty and do not respond to the protests. This upholds the integrity of May 2020 election results for District Attorney, ensures and restores local democratic control of policing and prosecutorial decision-making processes to state and local officials.
3. Uphold the rights of citizens to vote without intimidation. Ensure that any voting irregularities or fraud will be impartially investigated and remedied. Commit to legally prescribed regular election protocols. Specifically, do not recognize the authority of anyone declaring victory outside of regular election protocols.

10/8/2020 – Candidate Endorsements

(1) Cal Mukumoto (HD 9) - Cal is running to replace Caddy McKeown (D) who has occupied the seat since 2014. This coastal district (Yachats to Coos Bay) is expected to be a tight race.

<https://calmukumoto.com/>



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(2) Chris Gorsek (SD 25) - Rep Gorsek is running to replace Laurie Monnes Anderson (D) who has occupied the seat since 2004. This race is tightening and may be close. Gorsek has asked to be considered based on his record. Gorsek co-sponsored HB 4146 (2020)-our part-time faculty healthcare bill to extend employer health insurance premium contributions to faculty who are more than half-time when they pool their hours across institutions. He also supported HB 3280, our HECC voting rights bill in 2019.

<https://chrisgorsek.com/>

10/8/2020 – Oregon Education Association's urge for the Department of Corrections to reverse course and withdraw its proposal to radically alter its Adult basic Education Programming



FOR IMMEDIATE RELEASE

September 30, 2020

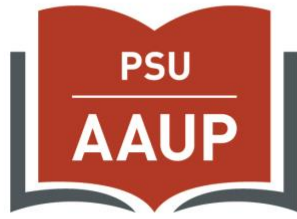
MEDIA CONTACT

Rylee Ahnen, PR & Media Strategist 503.495.2116
rylee.ahnen@oregoned.org

OEA: Oregon Department of Corrections Proposal will Leave Learners Behind *The Department of Corrections has tried, and failed, to save money by cutting education programs before*

PORTLAND, OR – Following the Oregon Department of Corrections proposal to end their relationship with Oregon's community colleges and, rather than utilizing the talents of trained Oregon educators, move their Adult Basic Education program "in-house," Oregon Education Association President John Larson released the following statement:

"For years, the Oregon Department of Corrections has worked collaboratively with faculty members at our state community colleges to develop and implement Adult Basic Education (ABE) programs at Oregon correctional facilities. This relationship gave the ABE population access to professionally trained educators and resulted in Oregon maintaining one of the highest GED completion rates for correctional institutions in the nation. The DOC's recent proposal to end this critical relationship threatens years of progress that have been made at our correctional facilities and will leave adult learners behind."



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Maintaining strong education programs in Oregon's correctional facilities is a critical component to reducing recidivism and reincarceration. The 2014 RAND Study found that adults in custody who participate in educational programming are 13% more likely to gain employment upon release than those who do not participate and are 43% less likely to be reincarcerated. Moreover, when DOC last brought their Adult Basic Education program 'in-house' at Oregon State Penitentiary from 2003-2006, successful completion of programs declined by about 50% while seeing costs rise. This is not the solution.

The Oregon Education Association urges the Department of Corrections to reverse course and withdraw its proposal to radically alter its Adult basic Education programming.

6900 SW Atlanta St. | Portland, OR 97223 | 503.684.3300 | www.oregoned.org

EMPOWERING EDUCATORS TO HELP STUDENTS SUCCEED

10/1/2020 – Police Reform Ballot Measure 26-217

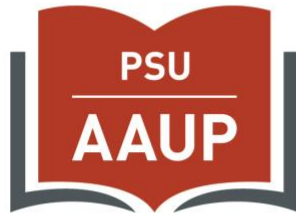
Measure 26-217 authorizes the creation of a new police accountability system for the City of Portland. Not only will passage of this Measure authorize a new system but it will enshrine the core principles of the new system into the City Charter ensuring that only a vote of the people can change the framework of how police accountability works in this city. This is a unique opportunity for voters to have a direct say in the future of policing in Portland.

Website: <https://realpoliceaccountability.org>

09/17/2020 – Candidate Endorsements

The PSU-AAUP Legislative Committee is recommending that the Executive Council approve the following AAUP Oregon Legislative Committee's candidate endorsements:

Candidate	Office	District	Party	Notes
Shemia Fagan	Secretary of State	N/A	D	Strong progressive record as a state rep and senator. Co-sponsored our part-time faculty health care bill. Voted no on SB 1049 (PERS reform). Consistent record of supporting our issues.
Kathleen Taylor	Senate	21	D	Incumbent. Consistent record of supporting our issues.



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Eileen Kiely	Senate	27	D	Running to unseat Tim Knopp in a highly competitive race in the Bend area. Demonstrated support of our issues.
Dan Rayfield	House	16	D	Incumbent. Helped champion a rebalanced budget that kept the Public University Support Fund whole. Supportive of UAOSU organizing efforts. Consistent record of supporting our issues.
Brad Witt	House	41	D	Incumbent. Strong support for labor and higher education issues. Less progressive on climate issues. Co-sponsored our part-time faculty health care bill.
Anna Williams	House	52	D	Incumbent. Flipped the Hood River swing district in the last election. Co-sponsored our
				part-time faculty health care bill. Consistent record of supporting our issues.

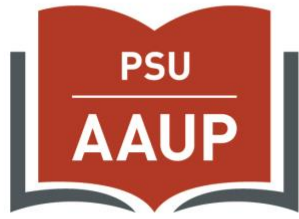
Not Recommended for Endorsement:

Ryan Gardner (R-HD 47)

Rich Cunningham (R-HD 14).

09/17/2020 – AAUP Statement on Trump's attack on critical race theory

On September 9, 2020, AAUP President Irene Mulvey issued a [statement](#) calling [President Trump's recent attack](#) on critical race theory "a naked attempt to politicize our national reckoning with racism and a new escalation in the assault on expert knowledge." The AAUP, she writes, "calls on faculty and administrations to condemn this ban and, further, to actively support the work of critical race theorists and other academics who offer indispensable resources for understanding the past and present and for building a more racially just society." We, members of the Executive Committee of PSU- AAUP, wholeheartedly endorse the national organization's statement. We pledge to protect the academic freedom of our colleagues in critical race theory, social justice, and related fields against those efforts intended to, as Mulvey writes about Trump's words, "advance a political agenda best described as white supremacist." We condemn Trump's threatened ban and commit our unwavering support for the work of our colleagues in critical race theory, social justice, and related fields.



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09/4/2020 – Letter in support of Multnomah County Library Staff

Dear Chair Kafoury, Director Oehkle, and Library Board Members,

The Portland State University chapter of the American Association of University Professors denounces the decision to cut Multnomah County Library jobs, and asks you to immediately change course to save library jobs.

Library staff provide core services for communities when they are at their most desperate time of need; and that most desperate time is now. Unemployment is at a high, school aged children will be learning remotely, and hundreds of thousands of people are dying, leaving their families and loved ones to grieve.

Library workers can support our community by providing technology education and support, job search assistance, resume help and coaching, develop children's activity kits for circulation and check out, and so much more.

This fall school children will not be back in their physical classrooms, they will be learning from home, likely while their parents work. Parents who work may not be able to tend to their children's education, nor are parents trained educators. Library staff often are. In fact, children's librarians are trained to provide essential education for children, parents, and teachers. At a time when communities must learn to navigate learning in new ways, why eliminate jobs, especially when there is no fiscal reason to do so?

Your decision to lay off workers and still move forward with a building bond measure in November shows a misordering of priorities. R. David Lankes argues that libraries are about people. Library workers are people who connect their communities. They are facilitators, guides, networkers, educators, tutors. Library workers are essential to our community; library buildings are not. Your decision to cut library jobs shows that you value library buildings and library collections over the very thing that makes a library: people.

At a time when there is no budgetary reason to cut jobs, we implore you to work with AFSCME Local 88 to explore options for assigning work to library staff that will support our community during its great time of need.

Thank you for your time.

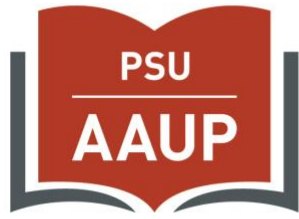
Executive Council

Portland State University American Association of University Professors

09/1/2020 - Ballot Measure 8 which establishes publicly funded “Universal Preschool Program”

College Faculty and Graduate Students

for Universal Preschool



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VOTE YES on MULTCO INIT 8

Free, universal, high-quality preschool:

- **Is the single most important investment we can make in our children's futures.** Age-appropriate programs give kids the social and emotional tools to do well in school and significantly increase their odds of graduating from high school, attending college and earning higher wages.
- Benefits all children, but particularly **reduces racial and income-based opportunity gaps.**
- Is critical for the **20% of Oregon college undergraduates who are parents**, struggling with a crushing combination of skyrocketing costs for childcare, tuition and housing.
- Would be **transformative for single mothers in college, dramatically cutting their poverty rates.** Now, single mothers in Oregon are only **1/6th as likely to earn an associate or bachelor's degree** within six years of enrolling in college, compared to their female classmates without children.
- Is **sorely needed by many graduate student and faculty parents**, whose low salaries cannot keep pace with the increasingly daunting obstacles of limited and unaffordable preschool and childcare, student debt and high housing costs.

Makes higher education and college teaching attainable for people from less affluent backgrounds both immediately and in the future, securing a more inclusive environment for our community's children and higher education itself.

**Multnomah County voters can make a big difference in the futures
of our children, our families, our colleges and our community!**

**Join [Higher Ed Unions] for Universal Preschool and
Vote YES on MULTCO INT 8**

Portland Community College Federation of Faculty and Academic Professionals
Portland State University Graduate Employees Union
Portland State University American Association of University Professors

Read the full proposition language [HERE](#).

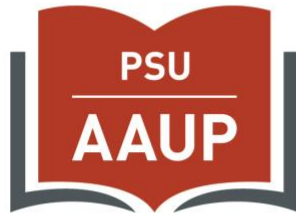
08/25/2020 - Candidate Endorsements:

Legislative Committee Recommended Endorsements

Legislative Committee Participants: Michael Dreiling (President), Avinnash Tiwari (UAUO), Ramin Farahmandpur (PSU-AAUP), Jennifer Kerns (PSU-AAUP), Amanda Granrud (UAOSU), Louisa Hooven (UAOSU), Nate Parsons (GEU), Mark Clark (OT-AAUP)

Staff Support: Chris Parta & Ashley Bromley

Recommended for Endorsement:

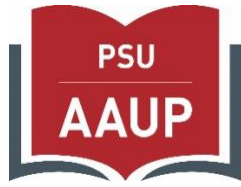


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Candidate	Office	District	Party	Notes
Pam Marsh	House	5	D	Incumbent. Endorsed 2018. A shrewd legislator. Great on climate. Not on education committees, but generally supportive of our issues. Could be worthwhile to invest time making sure she understand our concerns with the current governance structure.
David Gomberg	House	10	D	Incumbent. Consistent record of supporting our issues. Important seat in a difficult district.
Marty Wilde	House	11	D	Incumbent. Great on our issues. Inconsistent contact with UAUO. Very smart on tax reform.
John Lively	House	12	D	Incumbent. He is supportive of and engaged with UAUO. While not always vocal on all issues, he is with us.
Nancy Nathanson	House	13	D	Incumbent. Former UO faculty. Mostly with us on the issues, but seems to be less critical of some admin perspectives. Overall, an ally.
Paul Evans	House	20	D	Incumbent. Very strong on issues of oversight and transparency related to boards, HECC, and foundations. We believe we can count on him to vote with our interests. Community college faculty.
Teresa Alonso Leon	House	22	D	Incumbent. Endorsed 2018. House Education Chair with a strong focus on equity and serving under-represented student populations.
Sheri Schouten	House	27	D	Incumbent. Strong on health care. Shows a commitment to education.
Wlinsvey Campos	House	28	D	Running to replace a vacating D (Barker). Great energy and thoughtfulness. Values around workers, education, and housing strongly align with ours.
Susan McLain	House	29	D	Incumbent. Endorsed 2018. Former OEA. Strong on education. Championed our adjunct health care bill. Smart ideas on revenue reform.
Janeen Sollman	House	30	D	Incumbent. Endorsed 2018. Consistent support of our issues. Someone we know we can work with.
Maxine Dexter	House	33	D	Running to continue in seat recently vacated by D (Greenlick). Has smart ideas on revenue and oversight of boards and HECC. Thoughtful throughout. Ally to education and workers.
Dacia Grayber	House	35	D	Running to replace vacating D (Doherty). Good on questions of access and affordability of higher education, with an understanding of equity issues. Someone we believe will develop into a legislator that’s strong on our issues. Firefighters’ union.
Rachael Prusak	House	37	D	Incumbent. ONA member. Really strong on health care, tax fairness, and workers’ rights. Clearly cares about education issues too.
Mark Meek	House	40	D	Incumbent. Endorsed 2018. On Education Committee and Ways & Means Education Sub-Committee. Places a clear priority on education, and he’s well placed to help us make improvements.



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Karin Power	House	41	D	Incumbent. Endorsed 2018. Strong on childcare and interests of working people. Not an education policy expert, but definitely someone we can engage with on our issues.
Khanh Pham	House	46	D	Running to replace vacating D (Keny-Guyer). Strong progressive. Priority on education and tax fairness. Strong personal narrative around value of unionism. Active in organizing GEU!
Jeff Reardon	House	48	D	Incumbent. Consistent support of our issues. Someone we know we can work with.
Zach Hudson	House	49	D	Running to replace vacating D (Gorsek). Strong supporter of workers' rights and clearly cares about education. Some ideas on education reform are not well formed, but we believe he will develop into a legislator we can count on to support education and labor. Someone we should spend time cultivating a relationship with to help understanding of our issues.
Janelle Bynum	House	51	D	Incumbent. Endorsed 2018. Clearly articulates the value of higher education and its role in economic recovery. An ally on education and worker issues.
Deb Patterson	Senate	1	D	Currently a Rep. Endorsed for that seat in 2018. Would flip this important seat. SEIU member with AAUP member as husband. Strong on health care, education, and tax fairness.
Melissa T. Cribbins	Senate	5	D	Running to replace a vacating D (Roblan) in a tough district. Strong personal narrative around education. Someone we can work with and help inform on higher ed issues.
Michael Dembrow	Senate	23	D	Incumbent. Longtime advocate for educators and workers. Champion of our issues, including greater transparency/oversight and adjunct health care. Former AFT.

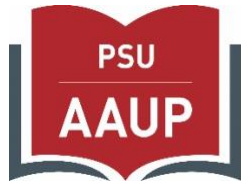
Not Recommended for Endorsement: Daniel Martin (R-HD 28) and Jack Esp (R-HD 21).

07/28/2020 - “Fight for Our Future” joint testimony to legislative subcommittees:

Fight for our Future Testimony

Fight for Our Future is a growing coalition that includes organizations serving children and families, Black, Indigenous, People of Color (BIPOC) organizations, labor unions and advocacy groups who are coming together during a time of unprecedented demand for state services amidst a deep recession to call on our leaders to finally address hundreds of years of systemic racism in how public services are funded and provided.

The health and economic impacts of COVID-19 on all Oregonians - but in particular Black Indigenous and Oregonians of color - have been both devastating and unsurprising. Constitutional, legal, institutional and societal barriers in place for generations have contributed to the devastating inequities we see today. We have an opportunity to dismantle white supremacy and anti black racism within our structures and institutions, and we can no longer ignore how these systems serve some and harm others, particularly Black, Indigenous, People of Color.



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As *Oregonian/Oregonlive* reported recently, in a state whose population is 75 percent white, about two-thirds of new positive cases were found among people of color. A *New York Times* investigation revealed, these extreme disparities cannot be explained away by lack of healthcare access or other factors - the investigation showed that 43% of Black and Latinx workers hold such jobs while only 25% of white workers do.

We also know that we are just at the beginning of the economic issues that the pandemic is creating in Oregon and local communities. We need to kick-start our economy by investing in our communities, supporting workers, and protecting services like health care and education. Now, more than ever, we need to protect public services. We believe the COVID crisis and this particular moment in history has created an unprecedented opportunity to challenge the status quo, to resist a return to “normal,” and to raise up and leverage the incredible resilience of BIPOC communities and create a better future for all Oregonians.

Black, Indigenous, people of color, women, immigrants and low-wage workers have borne the brunt of this crisis. The budgets you create should recognize that and support better solutions rather than foist further harm. We appreciate the work you have done so far to recognize that.

As you step into this multi-year challenge of balancing our state's budget, we ask that you and the state agencies usher in a new era of transparency and access to the state budget process and use a racial equity lens when making decisions. The budgets you create and approve in Salem affect the lives of every Oregonian. The figures on your spreadsheets resonate in every part of the state. Who is supported, who is abandoned? Who is listened to and who is ignored?

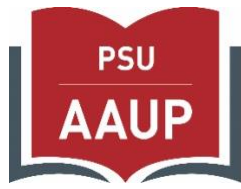
We look forward to partnering with lawmakers in this important work. We feel it is imperative that budgets be presented with more context: where there is a cut or increase, provide the percentage; where a cut may indirectly impact staffing, say so; and specificity on who is impacted and why those decisions were made.

For this year's budget rebalance, we support the prudent use of reserves and savings that allow us to maintain public services as Congress finalizes a new emergency relief package for states. We know that no state can get through this time alone and hope that ultimately Congress will understand that the best way to get through this crisis is to ensure that state budgets, and the families and communities that rely on them, can remain whole.

We appreciate the stated principles from your framework: “Prioritize and address immediate problems and issues first, considering equity while focusing on the needs of individual Oregonians, workers, and Oregon businesses most affected by COVID-19,” and “Prioritize programs and services so that reductions are based on values rather than an “across the board” methodology.” We would like to see action following those principles with racial equity and transparency at the center.

To us, this means that in addition to bringing a new approach to state budgeting, we must recognize that public services are more important than ever. There is an unprecedented need for food assistance, unemployment benefits, the Oregon Health Plan, and other services to help people who have lost their jobs, small businesses or cannot return to work because of COVID-19. In our schools, teachers have had to quickly create new distance learning curricula and distributed school lunches to low-income families after schools were closed and are now grappling with how to safely educate students as the pandemic continues. Educators and all public workers have been on the front lines helping our state respond to the coronavirus. We need to make sure they have the resources they need to keep doing their jobs for Oregonians until things are safe. The Great Recession taught us that cuts to public services and the people who provide them delay recovery and harm people of color. Oregon cannot make the same mistake again.

Rather than simply restore and return to the status quo, this crisis is an opportunity to restructure our state and implement the visions Black, Indigenous, and People of Color have repeatedly shared and dreamed of since the inception of this country and build a recovery that fundamentally restructures Oregon's economy to be more equitable and fair for



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everyone. Let us work together to help Oregon reimagine what is possible and recover and rebuild into a better future for our children, our families and our communities.

06/29/2020 – AAUP-OR campus reopening decisions statement

On Monday, June 29, 2020, the PSU-AAUP Executive Council supported signing onto the following statement from AAUP Oregon regarding its guidance for resuming campus work for faculty, graduate employees, and academic professionals:

Faculty, Graduate Student Employee, and Academic Professional Voice in Campus Reopening Decisions

Higher education is central to the public good, and academic workers are central to the mission of higher education. As Oregon's institutions of higher education contemplate re-opening, we affirm the [AAUP's Guidance for Reopening Campuses](#); in particular, we call attention to these points:

The health and safety of students, faculty, and staff should be the primary consideration in decision-making about when to reopen a campus.

The faculty and academic staff—through their shared governance bodies or, when applicable, their unions—should accordingly participate in decisions related to how best to implement a return to on-campus instruction. In order to ensure full participation, administrations should be transparent, should keep the faculty fully informed, and should consult meaningfully with existing faculty governance bodies.

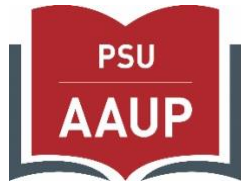
The health and safety of faculty, staff, students, and surrounding communities can be best secured when decisions about when, how, and to what extent to reopen consider the best available science and public health expertise, including the expertise that exists within our universities.

Higher education involves a wide variety of practices and modes of pedagogy, in which faculty are, of course, the campus experts. In many cases socially-distanced in-person teaching may be less pedagogically appropriate than online teaching, as well as less safe.

Recognizing the diverse knowledges and skills across campus and the need to hear from all involved in the work of higher education will help provide for a re-opening process that is safer, more effective, more equitable, and more fully supported by campus communities.

All decisions and details about conditions for returning to campus work settings must move through channels of shared governance and (where applicable) union negotiations. Decisions must also be sensitive to and informed by the needs of academic workers whose lives are impacted by caregiving responsibilities. Absent this, the process will be too narrow and miss input from those most affected and thus often most knowledgeable about the practices involved in the work.

Without this input, universities may fail to provide safe working conditions. Notably, the [HECC OHA Public Health Guidelines for the Conduct of In-person Instructional, Residential, and Research Activities at Oregon Colleges and Universities](#) provide “minimum” standards for reopening, rather than optimal conditions for the health and safety of our campuses and communities.



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Further, public health and campus re-openings are not simply matters of temporal-spatial relations, air circulation, protective equipment, and similar logistics, but also, as the Accessible Campus Action Alliance observe in their [“Beyond ‘High Risk’: Statement on Disability and Campus Re-openings.”](#) issues of “civil rights, particularly disability, racial, and gender equity.”

Their statement argues for “online-centric” teaching for the fall as in line with directives from the [U.S. Department of Education](#) allowing for distance education through at least the end of 2020; this is also a position in line with Senate testimony by the executive [director of the American Public Health Association](#) that if campuses open to face-to-face teaching this fall, “We should make the assumptions that there will be people on campus with COVID-19 infection regardless of what precautions are taken at this state of the pandemic and the level of previously infected individuals in the community.”

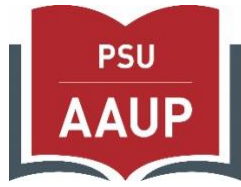
Rather than allow “high-risk” populations to become collateral damage in a rushed reopening, those favoring universal design and accessibility note that anyone and everyone is vulnerable to some degree. The [Equal Employment Opportunity Commission’s guidance on the ADA and COVID-19](#), recognizes that requiring employees and students to submit medical documentation of underlying conditions may present obstacles for those who face [barriers to healthcare such as discrimination](#) or whose conditions may be stigmatized. Requiring academic workers to report personal health risks to administrators in order to be considered for online teaching egregiously bypasses health privacy standards and fails to address the needs of those who are outside the official categories of “high-risk” groups (e.g., who are 64 rather than 65 years old) or who live with immunocompromised or otherwise vulnerable family members.

Academic workers who maintain caregiving responsibilities are burdened in unseen ways by the pandemic and public health mitigation. The current crisis impacts the availability of reliable child care, schooling outside of the home, elder care, and other dependent care support. Conditions for the return to on-campus work must involve prioritization of these needs. Different approaches are needed in the coming years as academic employees with dependent care responsibilities face potentially long-term impacts on their careers. Extension of review periods, reassessing teaching loads, and waiving non-critical service are but a few examples of matters that should be considered (see the [Petition for Caregiver Support at UO](#)).

Oregon AAUP members recognize that we live in extraordinary times, and that the present moment requires of us not less but more attention to our values of academic freedom, shared governance, scientific expertise, critical thinking, and care for campus communities. Both the continuing COVID-19 pandemic and the current uprisings in response to the killings of George Floyd, Breonna Taylor, and others, call on us to attend to the health—physical, mental, and intellectual—of those with whom we live and work.

In short, the process of reopening a campus should:

1. Prioritize health and safety for all, with attention to the need for equitable accommodations.
2. Reinforce the values of shared governance through faculty participation in all reopening decisions, including elected faculty or union representatives.
3. Maintain academic freedom, respecting expert knowledge, [intellectual property rights, and the need to be free from electronic surveillance](#).
4. Emphasize transparent, consistent, and wide communication of processes and decisions taken in consultation with faculty.



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5. Work closely with local health authorities to aid in the tracing of viral infections, data sharing, and boosting testing capabilities where available.
 6. Collaborate proactively with Centers for Disease Control and Prevention and the World Health Organization in stemming the proliferation of the virus, educating by example, and adhering to the strictest norms and guidelines of personal and social hygiene, physical distancing rules, and the wearing of masks and other protective equipment in all shared educational spaces.
 7. Develop robust plans through consultation with academic workers, academic senates, and unions to provide additional support to caregivers. Academic institutions must accommodate caregivers through adjustments in expectations for service, research, and evaluation timelines, as outlined by the [University of Oregon Center for the Study of Women and Society](#).
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06/19/2020 – AAUP-OR police disarming statement

On Friday, June 19, 2020, the PSU-AAUP Executive Council supported signing the following letter to Governor Kate Brown:

Dear Governor Kate Brown:

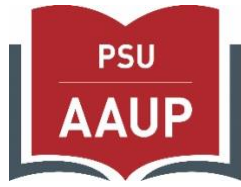
The American Association of University Professors of Oregon (AAUP Oregon) represents thousands of faculty, academic professionals, and graduate employees at universities and colleges throughout Oregon. We are pleased that your office has initiated calls to improve police accountability. In that spirit, we join calls from our local chapters across the state that public universities immediately begin the process of disarming campus police units.

At Portland State University, campus police were armed in 2015, over the objection of nearly all campus constituencies. Jason Washington was shot and killed by PSU campus police in June 2018. At the University of Oregon, miscommunication between Eugene Police Department and University of Oregon Police Department officers resulted in a student having guns drawn on him at the Erb Memorial Union. At Oregon State University, Oregon State Police, working under a contract with OSU, pushed to the ground, handcuffed, and arrested Genesis Hansen, a student of color, for riding her bike on the wrong side of a residential street. While OSU and OSP severed their contract over the incident, OSU has failed to respond to calls to have their newly formed campus police force be unarmed.

These decisions to arm police forces at our public universities in Oregon were contested at the time. At every hearing, public testimony voiced the concerns echoed today in the wake of the police murders of George Floyd and Breonna Taylor. Evidence maintains that arming campus police brings numerous risks and problems. Arming campus police increases fear on campuses for people of color; increases the incidence of police harassment of persons of color; increases the incidence of police violence against persons of color and with members of the community; and establishes coercion, rather than de-escalation as a means for addressing safety and conflicts on our campus. We at AAUP Oregon are confident that better strategies for campus safety are available and these models do not involve armed police forces.

Finally, disarming police saves needed financial resources. This is an obvious alternative to the hasty decisions by administrators to strip universities of the staff and faculty who actually fulfill the educational mission.

Sincerely,



PORTLAND STATE UNIVERSITY

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Michael Dreiling

Cc: University Trustees, and University Presidents:

RESOURCES

Governor Press Release

<https://www.oregon.gov/newsroom/Pages/NewsDetail.aspx?newsid=36789>

At the UO:

<http://newsletter.uauoregon.org/statement-on-steps-towards-dismantling-white-supremacy/>

https://www.dailymerald.com/opinion/professor-hames-garc-a-what-uo-can-do-in-response-to-the-murder-of-george/article_602a280e-a6d4-11ea-87a4-3b64bb4e505a.html

At PSU:

<https://www.psuaaup.net/blog/entry/joint-statement-on-george-floyd-and-psu-campus-police>

<https://www.psuaaup.net/blog/entry/defunding-the-police-what-does-it-mean-and-why-does-psuaaup-support-it>

At OSU:

http://www.orangemedianetwork.com/daily_barometer/charges-from-controversial-arrest-of-student-dropped/article_e9443a08-f90a-11e9-b0ef-df0de1fb746d.html

05/07/2020 - Ballot Measure 26-210

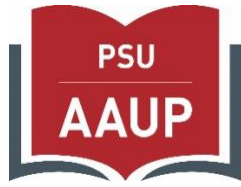
On Thursday, May 7, 2020, the PSU-AAUP Executive Council endorsed Ballot Measure 26-210

Summary:

Measure funds supportive housing services to prevent and reduce homelessness in Washington, Clackamas, and Multnomah counties within district boundaries. Prioritizes services to address needs of people experiencing, or at risk of, long-term or frequent episodes of homelessness. Services funded by a marginal income tax of 1% on households with income over \$200,000 (over \$125,000 for single filers) and a business profits tax of 1%. Income tax applies to resident income, and to non-resident income earned from sources within district. Exempts businesses with gross receipts of \$5 million per year or less. Declares funding for homelessness services a matter of metropolitan concern, directs regional funding to local services agencies, requires community engagement to develop localized implementation plans. Allocates funds to counties by estimated revenue collected within each county. Establishes community oversight committee to evaluate and approve local plans, monitor program outcomes and uses of funds. Requires creation of tri-county homeless services coordination plan. Requires performance reviews and independent financial audits. Metro administrative and oversight costs limited to 5%. Requires voter approval to continue tax after 2030.

Rationale:

The funds will provide client-centered, wraparound, highly flexible services and economic opportunity in these ways:



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- **Expand case management and outreach services** by prioritizing those experiencing chronic homelessness with permanent supportive housing services and expanding culturally responsive and appropriate service providers;
- **Expand clinical services** by improving access to behavioral and mental health services and interventions, improving access to addiction services, and expanding access to services for people with disabilities;
- **Increase access to income opportunities** such as job trainings, workplace support, and workshops on financial literacy, as well as assisting with access of veterans benefits, Social Security benefits, disability income, and other benefits;
- **Homeless prevention methods** such as rent assistance, eviction prevention services, and prevention services specifically tailored toward rural households;
- **Expand access to affordable, culturally-appropriate housing placements** by maximizing federal, state, and local housing programs and subsidies; ensure people exiting institutions and foster care have shelters, bridges, and/or transitional housing placements; and providing long-term housing subsidies for the elderly, youth, and people with disabilities;
- **Improve systems coordination**, along with state and regional alignment;
- **Be transparent, outcome-driven, and allow for strong community oversight** of the funds, program implementation, and evaluation of outcomes.

02/20/2020 - Regional Universal YouthPass Program

On Thursday, February 20, the PSU-AAUP Executive Council endorsed the Regional Universal YouthPass Program.

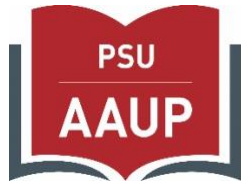
Background: YouthPass is a program that currently gives Portland Public School (PPS) students free access to Trimet transit service in lieu of a traditional school bus system. The program was originally offered only to low-income students, but was expanded in 2011 thanks to organizing from young Black women at Sisters in Action for Power to include all PPS students, and has recently expanded to other school districts in the Portland Metro area due to the advocacy of the Youth Environmental Justice Alliance (YEJA), Multnomah Youth Commission (MYC), and OPAL Environmental Justice Oregon. This is a critical program that is building up the next generation of transit riders while reducing congestion and carbon pollution across the greater Portland region: approximately 200,000 youth 18 and under are eligible for YouthPass.

Many youth outside of PPS would benefit tremendously with access to YouthPass:

Schools such as David Douglas, Parkrose, and Reynolds show similar trends in survey data that YEJA and MYC collected. All three schools show over 50% of their student body already use public transit as their main means of getting to and from school; over 60% of all students said if they had access to a free YouthPass this would increase their abilities to attend school, extracurriculars, leadership opportunities, medical appointments, and employment opportunities.

Regional Universal YouthPass Endorsement Request:

Metro's Transportation Measure Task Force and the Metro Council already approved fare affordability for youth; now we are advocating for it to be a universal pass for all youth 18 and under in the region on a year-round basis.



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02/13/2020 – Universal Preschool Now! Multnomah County ballot measure

On Thursday, February 13, the PSU-AAUP Executive Council endorsed the “Universal Preschool NOW!” ballot measure campaign Multnomah County aimed at the November 2020 election. This ballot measure will enact a high-earner income tax to pay for free, full-year, high-quality, child-centered, culturally-responsive & inclusive preschool for all 3- and 4-year-olds, with living wages for all workers and care providers.

Solid research shows that high quality, universal preschool is our best tool for raising high school graduation rates, and consequently, wages for kids who previously participated, while lowering rates of unemployment, incarceration and substance abuse.

Universal Preschool far surpasses the economic development impact of even the best-targeted business tax breaks, raising the skill level of the local workforce, attracting employers and leading to higher local wages generally.

01/31/19 - Striking Faculty at Wright State University SUPPORT

PSU-AAUP voted to support the striking faculty at Wright State University who commenced their strike on January 22, 2019 after two years of attempting to resolve their open contract.

01/31/19 - Coalition and Legislative Concept LC 2810 Oregon Worker Protection Act SUPPORT

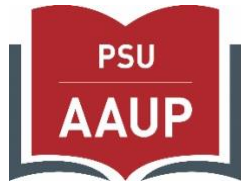
PSU-AAUP joined the coalition that supports this bill which puts in place statutory protections regarding union access to worksites, members and lists; clarification on employer behavior that is an unfair labor practice; statutorily guaranteed access to release time for union members to conduct union business; and statutory guarantees for dues deduction.

***Rationale:** this provides minimum guarantees in statute that unions need to be able to fulfill their statutory duty in representing bargaining unit members*

10/05/18 - OHSU Graduate Researchers United, AFSCME Council 75

The Executive Council of PSU-AAUP voted to endorse and express support for Graduate Researchers United at Oregon Health Sciences University (OHSU, AFSCME Council 75). Graduate Researchers United.

A few weeks ago, with a support of a strong majority of PhD researchers in the OHSU School of Medicine, School of Nursing and OHSU-PSU School of Public Health, this new union filed for certification.



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Rationale: This is the first and only union on the academic side of OHSU, and we, together with academic unions statewide, welcome them and support their entry into the academic union movement in our state.

10/05/18 - SUPPORT Measure 102

Approving Measure 102 allows local governments to work with nonprofits and businesses to build affordable housing with bonds.

Rationale: The measure improves affordable housing options for Oregonians, including PSU-AAUP members and their families.

10/05/18 - Endorsement of Candidates for Office in the 2018 Election

The PSU-AAUP Executive Council endorsed the following candidates for public office:

Sara Gelser- Senate District 8

Marty Wilde- House District 11

Rachel Prusak- House District 37

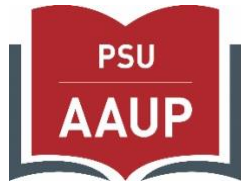
Rationale: The candidates support a stable funding source for public higher education, oppose “right-to-work” legislation, and favor increasing the state’s corporate income taxes – one of the lowest in the nation.

10/04/18 – Call to Disarm Portland State University Campus Public Safety officers.

On Thursday, October 4, the PSU-AAUP Executive Council approved the following statement:

We, members of the PSU AAUP Executive Council, join the broad campus call to disarm PSU Campus Public Safety officers. Our call to disarm builds on our past engagement on this issue. In 2014, about 70% of respondents to a survey of AAUP members indicated their opposition to arming campus security.

The killing of Mr. Jason Washington in July 2018 by PSU officers is a tragedy for the Washington family, and has adversely impacted PSU students, faculty, and staff. We as a community need to see this tragedy in the larger context of the systemic problem of police brutality targeting of People of Color and other marginalized communities. The presence of armed security on PSU’s campus creates an ongoing traumatic environment for many of our colleagues and for the students we serve.



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02/01/18 - ASPSU Diversity Events, February 15-17, 2018.

Our union's Executive Council has enthusiastically joined the growing list of student, faculty, staff, and community groups, in sponsoring a cycle of events, February 15-17, upholding and celebrating our commitment to the value of diversity and equity! Student government Vice-President, Donald Thomson III, who is helping coordinate this collective effort, visited our meeting on February 1, to describe the events and ask for PSU-AAUP support. The cycle starts February 15, 12-1pm, at the Native American Center, with a discussion sponsored by the student organization of Women in STEM debunking the pseudo-science about women and STEM disciplines that is gaining resurgence in these crazy times. On February 16, 4-5:30, in Shattuck Hall 212, there will be a moderated panel discussion on gender, equity, and the higher education workplace, followed by dinner and conversation. The cycle of events concludes February 17, 4-5:30 pm, on the PSU South Park Blocks, with a cultural fair with food, performances, and an open mike, celebrating the diversity of our community.

01/11/18 - The MeTOO March & SpeakOUT

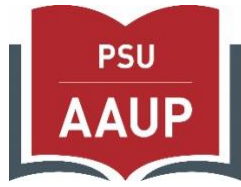
PSU-AAUP endorses the Socialist Alternative Portland's MeTOO March & SpeakOUT to be held on January 20, 2018 at Portland's Pioneer Courthouse Square.

01/11/18 - The Burgerville Boycott Sanction

PSU-AAUP endorses the Burgerville Workers Union and supports boycott measures until a contract is signed with the Portland Industrial Workers of the World. PSU-AAUP's pledge of support includes a three-hundred-dollar donation to the Burgerville Workers Union by way of the Portland Industrial Workers of the World General Membership Branch.

11/02/17 - Ballot Measure 101

This ballot measure is presented to the people for a vote to affirm the legislature's passage of House Bill 2391. "Yes" vote provides funds that are currently budgeted to pay for health care for low-income individuals and families and individuals with disabilities and to stabilize premiums charged by insurance companies for health insurance purchased by individuals and families. Approves temporary assessments on insurance companies, some hospitals, the Public Employees' Benefit Board and managed care organizations to provide the funds. Specifies that insurance companies may not increase rates on health insurance premiums by more than 1.5 percent as a result of the assessment. Provides that the hospital assessment may not begin without the approval of a federal agency. Passage of this ballot measure will ensure that the monies budgeted for this purpose are spent. If the measure does not pass, budgeted costs for providing health care to low-income individuals and families and individuals with disabilities will be underfunded and will force the legislature to find funding



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elsewhere.

Rationale: The No vote will put pressure on the legislature to reduce funding for higher education.

10/16/17 - The Strike Action of the University of Manchester University and College Union

PSU-AAUP endorses the University of Manchester University and College Union strike action and has sent [this letter of support](#).

Rationale: Ninety-three percent of the members of the University of Manchester University and College Union voted yes to a strike action over 140 proposed academic job losses. Thirty-five (35) of the positions are in the School of Arts, Languages and Cultures, sixty-five (65) positions are in the Faculty of Biology, Medicine and Health, and forty (40) positions are in the Alliance Business School. The issues they are striking over are very familiar to those experienced previously at PSU.

10/05/17 - The AFSCME Strike Sanction

PSU-AAUP endorses AFSCME Local 2831 representing both the General Unit, 573 Members and the Nurses Bargaining Unit, 98 Members in Lane County in their vote to authorize a strike should they not reach a fair and equitable contract.

Update: A strike was enacted on Wednesday, Oct.18. PSU-AAUP sent [this letter of support](#).

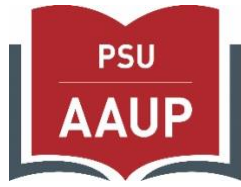
08/31/17 - September 10, 2017 March against White nationalism

PSU-AAUP joins Portland-area community and civic organizations in demonstrating against White Nationalists on September 10, 2017.

05/30/17 - Portland Stands United Against Hate community rally

Portland Stands United Against Hate mass rally to be held on June 4 at Portland City Hall.

Rationale: The Council on American-Islamic Relations, PCUN, Portland-Jewish Voice for Peace, VOZ Workers Right Project, the American Iranian Friendship Council, Portland Interfaith Clergy Resistance, and many more are organizing a mass rally in response to the horrific hate crime and murder of two members of our community who heroically stood up to defend two women of color, one of them clearly Muslim.



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05/12/17 – Graduate Employees Union including protections for academic freedom in their collective bargaining agreement

Academic freedom is a bedrock value of AAUP, the national AAUP organization, AAUP unions, and AAUP advocacy chapters nationwide. We have been defending academic freedom for over 100 years, since 1914.

PSU-AAUP supports the GEU academic freedom protections in their collective bargaining agreement.

04/20/17 - PSU May Day 2017 demonstration

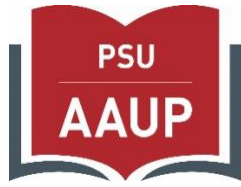
PSU May Day 2017 rally and march to be held on May 1 at the Smith Center Park Block. The demonstration is supported by campus unions and organized by 15NOWPSU.

04/6/17 - College for All Act

Eliminates tuition and fees at public four-year colleges and universities for those making up to \$125,000 and makes community college tuition- and fee-free for all. This legislation would provide at least \$41 billion per year to states and tribes to eliminate undergraduate tuition and fees at public colleges and universities and institutions of higher education controlled by tribes. Under this legislation, more than 80% of students from families making up to \$125,000 a year would be able to attend a public four-year college or university, or tribal college, tuition and fee free. All students- regardless of income- would also be able to attend community colleges tuition and feefree. The federal government would pay 67% of the cost, with the states required to pick up the rest of the tab. The funding would come from a Wall Street transaction tax. *This is Bernie Sanders' new version of the proposal he talked about during the campaign. National AAUP put Sanders' staff in touch with us for an endorsement.*

2/2/2017 - A Better Oregon Policy Platform

A Better Oregon has revised its policy platform and is now in complete alignment with the mission and values of PSU-AAUP.



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11/17/2016 - Support and Contribution to the 2017 Portland Troublemakers School

The PSU-AAUP Executive Council passed a motion to support the 2017 Troublemakers School with a donation for partial sponsorship of the event in the amount of \$500.

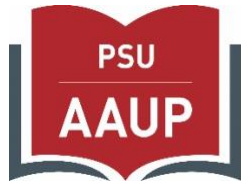
11/10/2016 - Standing Rock Sioux Tribe

The PSU-AAUP Executive Council passed a motion to support the Standing Rock Sioux Tribe in their stand to stop the DAPL. PSU-AAUP stands in solidarity with Portland Jobs with Justice colleagues and others to demonstrate that what hurts one of us hurts all of us.

11/03/2016 – Support of Candidates for Office in the 2016 Election

The PSU-AAUP Executive Council endorsed the following candidates for public office:

Brad Avakian
Phil Barnhart
Kate Brown
Ginny Burdick
Janelle Bynum
Michael Dembrow
Julie Fahey
Lew Frederick
Gena Goodman-Campbell
Diego Hernandez
Paul Holvey
Tina Kotek
Teresa Alonso Leon
Shari Malstrom
Pam Marsh
Susan McLain
Mark Meek
Rob Nosse
Karin Power
Tobias Read
Mark Reynolds
Arnie Roblan
Janeen Sallman
Barbara Smith Warner
Kathleen Taylor



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Jennifer Williamson

11/03/2016 – Burgerville Employees Union

The PSU-AAUP Executive Council endorsed the Burgerville Employees Union in their struggle to improve the lives of Burgerville Workers.

10/27/16 – \$15 campus minimum wage

Creates a \$15 minimum wage for all PSU employees. Supports a living wage and commitment to sustainable social values and practices.

PSU-AAUP supports \$15 campus minimum wage campaign

10/20/2016 – Pennsylvania Higher Ed Faculty Union Strike

The PSU-AAUP Executive Council endorsed the Pennsylvania Higher Ed Faculty Union Strike- Association of Pennsylvania State College and University Faculties (APSCUF).

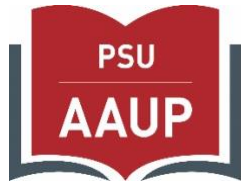
03/31/2016 - Keep Oregon Working

The PSU-AAUP Executive Council moved to endorse Keep Oregon Working.

09/16/2015 - Teachers in Pasco and Seattle, WA

The PSU-AAUP Executive Council moved to send a message of solidarity to the teachers of Pasco, WA and Seattle, WA who are currently on strike.

05/15/2015 - Labor Notes Portland Troublemaker School



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The PSU-AAUP Executive Council moved to endorse Labor Notes Portland Troublemaker School, hosted on May 30th, 2015. For more information, [please click here](#).

05/15/2015 - Julie Esparza-Brown for PPS Board Zone 1

The PSU-AAUP Executive Council moved to endorse Julie Esparza-Brown for Portland Public School Board Zone 1. For more information on her campaign, [please click here](#).

04/02/2015 - Fight for 15

The PSU-AAUP Executive Council moved to endorse Fight for 15.

04/02/2015 - Healthcare for All Oregon

The PSU-AAUP Executive Council moved to endorse Healthcare for All Oregon.

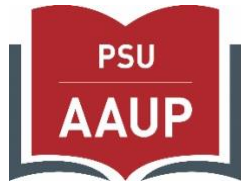
04/02/2015 - May Day Coalition

The PSU-AAUP Executive Council moved to endorse May Day Coalition.

04/02/2015 - Commemorative Program for the Centennial AAUP Annual Meeting

The PSU-AAUP Executive Council moved to endorse Commemorative Program for the Centennial AAUP Annual Meeting.

10/09/2014 - Elizabeth Steiner-Hayward, Senator for District 17



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The PSU-AAUP Executive Council moved to endorse Elizabeth Steiner-Hayward, Senator for District 17.

10/09/2014 - House Speaker Tina Kotek

The PSU-AAUP Executive Council moved to endorse House Speaker Tina Kotek. Tina Kotek has been supportive of PSU-AAUP.

09/02/2014 - No on Measure 90

The PSU-AAUP Executive Council moved to endorse No on Measure 90.
For more information about measure 90.

09/02/2014 - Pride at Work

The PSU-AAUP Executive Council moved to endorse Pride at Work for another year. Pride at Work Oregon's goal is to promote solidarity between the labor movement and the lesbian, gay, bisexual, and transgender (LGBT) movement.

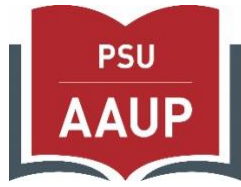
09/02/2014 - Jeff Merkeley for US Senator for Oregon

The PSU-AAUP Executive Council moved to endorse Jeff Merkeley for US Senator for Oregon. PSU-AAUP plan to extend an invitation to Jeff Merkeley to speak and attend the Fall Member Meeting.

05/29/14 – Resolution in support of The Graduate Teaching Fellow Federation at the University of Oregon (GTTF)

The Graduate Teaching Fellow Federation at the University of Oregon (GTTF), represented by AFT-Oregon, has been in contentious bargaining for 8 months with little movement on the part of the employer to recognize the GTTF's interests.

I request that we pass a resolution supporting their efforts to ~~get~~ a fair contract.



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RESOLUTION IN SUPPORT OF GTTF AT UO

Whereas the 1500-member Graduate Teaching Fellow Federation (GTTF) at the University of Oregon have been in difficult bargaining and voted to strike by a 98% vote on May 22, 2014; and

Whereas, the administration of University of Oregon seeks to decrease GTTF compensation, both through minimal wage increases that do not keep pace with inflation and health insurance premiums and other fees; and

Whereas, all labor unions in the system, soon to be known as the former Oregon University System, suffer from the same ideological foe in administrative teams that seek to enhance the bottom line of their institutions at the expense of students, faculty, and the classroom experience; and

Whereas, the University of Oregon has ample resources to meet the needs of their graduate student employees and partner with them in enhancing the educational experience of students,

Therefore, be it resolved that PSU-AAUP fully supports the efforts of the GTTF at the University of Oregon to achieve a fair contract and support the GTTF in their strike.

05/29/2014 - Endorsement of Susan McLain

The PSU-AAUP Executive Council moved to endorse Susan McLain on May 29th, 2014 for House District 29.

05/29/2014 - Endorsement of Jennifer Williamson

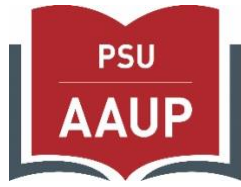
The PSU-AAUP Executive Council moved to endorse Jennifer Williamson on May 29th, 2014 for House District 36.

05/29/2014 - Endorsement of Lee Beyer

The PSU-AAUP Executive Council moved to endorse Lee Beyer on May 29th, 2014 for Senate District 6.

05/29/2014 - Endorsement of Joe Gallegos

The PSU-AAUP Executive Council moved to endorse Joe Gallegos on May 29th, 2014 for House District 30.



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05/29/2014 - Endorsement of Rob Nosse

The PSU-AAUP Executive Council moved to endorse Rob Nosse on May 29th, 2014 for House District 42.

05/29/2014 - Endorsement of Peter Buckely

The PSU-AAUP Executive Council moved to endorse Peter Buckely on May 29th, 2014 for Senate District 5.

05/29/2014 - Endorsement of Lew Frederick

The PSU-AAUP Executive Council moved to endorse Lew Frederick on May 29th, 2014 for House District 43.

05/29/2014 - Endorsement of Jessica Vega-Pedersen

The PSU-AAUP Executive Council moved to endorse Jessica Vega-Pedersen on May 29th, 2014 for House District 47.

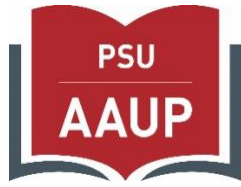
01/16/2014 - Endorsement of Tobias Read

The PSU-AAUP Executive Council moved to endorse Tobias Read. PSU-AAUP previously endorsed Tobias Read in 2013.

01/16/2014 - Endorsement of Mitch Greenlick

The PSU-AAUP Executive Council moved to endorse Mitch Greenlick. PSU-AAUP previously endorsed Mitch Greenlick in 2013.

01/16/2014 - Endorsement of Chris Gorsek



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The PSU-AAUP Executive Council moved to endorse Chris Gorsek. PSU-AAUP previously endorsed Chris Gorsek in 2013.

01/16/2014 - Endorsement of Ben Unger

The PSU-AAUP Executive Council moved to endorse Ben Unger. PSU-AAUP previously endorsed Ben Unger in 2013.

01/16/2014 - Endorsement of Brad Witt

The PSU-AAUP Executive Council moved to endorse Brad Witt. PSU-AAUP previously endorsed Brad Witt in 2013.

01/16/2014 - Endorsement of Jeff Reardon

The PSU-AAUP Executive Council moved to endorse Jeff Reardon.

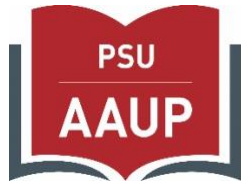
01/16/2014 - Endorsement of Margaret Doherty

The PSU-AAUP Executive Council moved to endorse Margaret Doherty.

01/16/2014 - Endorsement of Ron Monroe

The PSU-AAUP Executive Council moved to endorse Ron Monroe.

01/16/2014 - Endorsement of Brad Avakian



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The PSU-AAUP Executive Council moved to endorse Brad Avakian. PSU-AAUP previously endorsed Brad Avakian in 2012.

09/25/2013 - The Oregon United for Marriage Coalition

The PSU-AAUP Executive Council moved to endorse the Oregon United for Marriage Coalition.

09/05/2013 - SEIU's Get Oregon's Money Back Campaign

The PSU-AAUP Executive Council moved to endorse SEIU's Get Oregon's Money Back Campaign.

03/14/13 – Faculty, Student, and Staff Participation on Institutional Boards for Oregon Universities

SB 270 and HB 2149 create the means for Portland State University to establish its own local governing board. These bills propose 11-15 member boards for each institution, appointed by the governor.

NEW AMENDMENTS EXPLICITLY BAR FACULTY AND STAFF FROM BOARD MEMBERSHIP AND BREAK WITH THE OREGON UNIVERSITY SYSTEM BOARD COMPOSITION AS A MODEL

SB 270-1 sec 1 (1) e “Except for the president of the university and the student member of the governing board, no member of the board may be an employee of the university.” sec 6 (5) “Are similar to the Oregon Health and Science University Board of Directors in composition, constitution and transparency.”

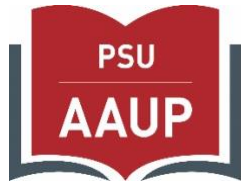
Politics

The board appointment process makes institutional boards political and subject to the changing partisan fortunes in Salem. This volatility requires the balance and continuity offered by faculty, staff, and student participants on any such board.

Conflict of Interest

Nationally, the most common shared governing board policy concerns conflict of interest, especially where business and corporate entities are involved. Faculty, staff, and student members help keep the focus on quality in the classroom and on the public mission of the university.

Academic Freedom and Quality



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The university's mission is teaching, research, and service. Faculty are central stakeholders and experts in the professional standards of academic freedom and excellence that undergird all these domains of activity.

Authenticity

Historically, the Oregon University System board has included faculty appointments. For individual institutional boards to operate responsively to their campuses, faculty, students, and staff offer irreplaceable day-to-day, on-the-ground perspectives.

High profile recent crises in university governance, like at the University of Virginia and Florida State University, as well as recent attention to administrative bloat in higher education covered by the Wall Street Journal highlight the pitfalls of out-of-touch campus leadership. The lack of definitive "best practices" and this new, untested form of university governance in Oregon underscore the value that faculty, student, and staff experience can offer to a new board. The bills require "clear evidence of support for an institutional board by the university community."

PSU-AAUP opposes SB 270 unless amended to provide for university faculty participation on the board.

02/14/13 – Statement on Pay it Forward, Pay it Back: Relief of Student Debt in Higher Education in Oregon, HB 2823

PSU AAUP Legislative Committee

WHEREAS, college students in the U.S. now bear more educational debt than adults' credit card or auto debt.

WHEREAS, young people in the U.S. are in an impossible bind regarding their futures in a global and competitive job market, since they can neither afford to go to college nor afford not to go

WHEREAS, for more than a decade now, Portland State University students have shouldered an increasing proportion of their tuition in the face of consistent decline in state funding for public education.

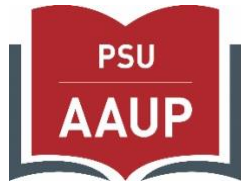
WHEREAS, as faculty members, we must call to account a system that asks students to pay more for their education, while we, faced with growing class sizes and shrinking teaching resources, are constrained to keep up with student needs.

WHEREAS, HB 2823 represents an honest, forward-thinking, and practical plan for insuring that the state of Oregon nourishes its future citizens and invests in the infrastructure of its society and economy.

THEREFORE BE IT RESOLVED

That PSU-AAUP's Legislative Committee supports HB 2838 and recommends that PSU-AAUP endorse and actively advocate for the passage of this bill.

02/14/13 – PSU-AAUP Position on Fixed Term Faculty Titles, Promotional Ladder and Governance Role, and Overall PSU Faculty Profile



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Whereas the PSU-AAUP is staunchly committed to the highest academic traditions, propagated by the AAUP since its founding, of academic freedom, tenure and robust faculty governance;

Whereas the PSU-AAUP takes extremely seriously Portland State University's mission to provide accessible, high quality, public higher education;

Whereas tenure-track faculty represented 71% and fixed-term faculty 29% of PSU faculty with at least half-time appointments in December 2012;

Whereas the President's Office reports that in 2011, tenure-track faculty taught 37% of PSU student credit hours, fixed-term faculty taught 27% of student credit hours, and part-time adjuncts taught 29% (the remainder taught by graduate students and administrators);

Whereas a high quality university education requires both a significant presence of research-active faculty in the classroom and teaching faculty who are dedicated to the craft of teaching;

Whereas high quality higher education requires a faculty that is adequately supported to perform at a high level as teachers and as researchers;

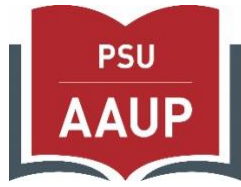
Whereas student retention hinges on the ability to build lasting relationships with a stable group of faculty who are able to dedicate themselves to the University;

Whereas the PSU-AAUP has regularly called in the past for multi-year or indefinite appointments for fixed-term faculty, as well as a promotional ladder tailored to fixed-term faculty job descriptions, protections for academic freedom, professional development support and titles that include the term "Professor;"

The PSU-AAUP calls on the PSU Administration and Faculty Senate to:

1. Require PSU Departments to fully include fixed-term faculty in governance should those faculty choose to participate, with provisions to recuse themselves from votes or call for paper ballots, as they see the need. Adopt contract language that provides maximum protection against retaliation.
2. Provide fixed-term faculty with a promotional structure, longer-term appointments, protections for academic freedom, professional development support including adequate time to pursue a research agenda, if desired, and titles that include the term "Professor."
3. Include substantial representation of PSU fixed-term faculty on any bodies charged with studying and/or implementing new fixed-term faculty ranks on campus.
4. Ensure that full-time faculty, including both tenure-track and fixed-term faculty, are employed in sufficient numbers to teach 80 percent of student credit hours within five years, and 90 percent within ten years, with teaching loads compatible with our aspirational comparators.
5. Create and act on a plan to increase hiring of tenure-track faculty so that tenure-track faculty constitute 80 percent of full-time faculty within five years and 85 percent of full-time faculty within ten years.

09/19/2012 - Brad Avakian for Oregon Labor Commissioner



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05/31/2012 - Endorsement of IP35

The PSU-AAUP Executive Council moved to endorse IP35, a proposed State Constitutional Amendment to reallocate the corporate kicker refund to K-12 schools.

05/10/2012 - Pride at Work

The PSU-AAUP Executive Council moved to endorse Pride at Work.

01/12/12 – PSU-AAUP Condemns Use of U.S. Military to Escort Scab Grain Ship in Longview, WA

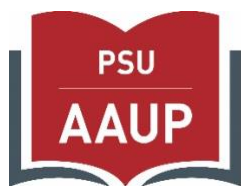
Whereas, EGT, a joint venture led by multinational grain giant Bunge, agreed to hire union Longshoremen when accepting millions in taxpayer funds to build a huge new grain exporting terminal at the Port of Longview WA, but once the terminal was built has tried to void its contract and refused to hire ILWU labor. With the use of brutal police and courts and 220 arrests in the 225 member ILWU Local 21, EGT has managed to get enough scab grain across picket lines into the new terminal that EGT appears poised to load a ship soon in violation of their agreement with the port; and

Whereas, a solidarity caravan of thousands of union members and community activists -- endorsed by ILWU Locals 10 and 21, the S.F. and Cowlitz County (Longview) labor councils and many others -- is being organized to support our brothers and sisters in Longview, for an emergency mass protest when requested to do so, to confront union-busting by Wall Street on the Waterfront; and

Whereas, according to Longshore & Shipping News, within a month, the empty grain ship will be escorted by armed U.S. Coast Guard vessels and helicopters, from the mouth of the Columbia River to the EGT facility. The Coast Guard is an integral part of the US Armed Forces, operating under the Department of Homeland Security (except when engaged in combat operations abroad, as it did in Iraq, when it operates under the Navy); and

Whereas, this is the first known use of the US military to intervene in a labor dispute on the side of management in 40 years -- not since the Great 1970 Postal Strike when President Nixon called out the Army and National Guard in an (unsuccessful) attempt to break the strike. The use of the Armed Forces against labor unions is something you expect to see in a police state. This is part of a disturbing trend where the US military, acting as enforcers for the 1%, is poised to be used against our own people, as exemplified by the new law allowing the military to imprison US citizens indefinitely without trial; and

Whereas, now the US military, which has been oppressing, bombing and threatening other nations [a military that's paid for with the workers' taxes] is now being used against us, against American working people and our unions. To quote ILWU international President McEllrath: "ILWU's labor dispute with EGT is symbolic of what is wrong in the United



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States today. Corporations, no matter how harmful the conduct to society, enjoy full state and federal protection while workers and the middle class get treated as criminals for trying to protect their jobs and communities."

Therefore be it Resolved, that the Executive Council of the Portland State University Chapter of the American Association of University Professors condemns in the strongest terms the announced use of US Armed Forces (Coast Guard) to provide an armed sea and air escort for the empty grain ship, which is due to call at the new EGT grain terminal, Port of Longview, Washington, to load scab grain for export to Asia. We condemn this use of the military as part of a union-busting campaign to lower the cost of labor on the waterfront and destroy the union;

And be it further Resolved, that the PSU-AAUP join with allies in other cities on the West Coast to participate in any press conferences and demonstrations that are organized to denounce this use of the military to intervene in a labor dispute on the side of Wall Street on the Waterfront; And be it finally Resolved, that the Council circulate this resolution to affiliated unions and urge labor to take a strong stand against this brazen assault on our labor rights and civil liberties.

05/12/2011 - Campaign for the Future of Higher Education

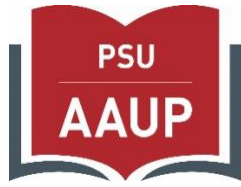
The PSU-AAUP Executive Council moved to endorse the Campaign for the Future of Higher Education. The campaign is being launched by faculty organizations all over the U.S. to bring our voices- the faculty's voices- and our experience into the national debate over higher education. For more information on this grassroots campaign, please visit the following website: <http://futureofhighered.org>

4/14/2011 - The ASPSU/OSA sponsored April 25th Rally at the Capitol

The PSU-AAUP Executive Council moved to endorse the ASPSU and OSA sponsored student rally at the capitol on April 25th, 2011.

04/07/2011 - Resolution on Tuition and Student Debt Statement

The PSU-AAUP Executive Council moved to endorse the following Resolution on Tuition and Student Debt : Whereas, the State of Oregon has increasingly shifted the cost of public education from the State and the Nation to students and their families; Whereas, the proportion of young people with university degrees has fallen in the U.S.; Whereas, there is great social and private benefit from an educated citizenry; Whereas, student levels have risen to unconscionable and unsustainable levels; Be it therefor resolved, PSU-AAUP encourages the State and the Nation to lower higher education tuition rates and reassume the cost of public higher education.



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3/10/2011- Endorsement of Support for Portland Jobs with Justice Portland Rising Rally

The PSU-AAUP Executive Council moved to endorse and participate in the Portland Jobs with Justice April 16th "Portland Rising" Rally for workers' rights. More information can be found at: <http://www.jwjpx.org/campaigns/portland-rising>

03/03/2011 - Collective Bargaining Rights Position Statement

The PSU-AAUP Executive Council moved to endorse the following as our official position statement concerning Collective Bargaining Rights:

"The American Association of University Professors- Portland State University supports Collective Bargaining Rights for all workers. We oppose any attempts to strip Collective Bargaining Rights from any worker who currently have such rights. This affirmation is in response to attacks on public employees in Wisconsin, Ohio, and other states considering the stripping of Collective Bargaining rights from public employees."

12/02/2010 - The Affordable Health Care for All Oregon Plan

The PSU-AAUP Executive Council resolves to support the Affordable Health Care for All Oregon Plan (House Bill 3510). The Affordable Health Care for All Oregon Plan is established to ensure access to quality, patient-centered and affordable health care for all individuals living or working in Oregon, to improve the public's health and to control the cost of health care for the benefit of individuals, families, businesses and society.

09/20/2010 - Endorsement of Support for SEIU Local 503 Contract Reopener

The PSU-AAUP Executive Council resolves to support the staff of Portland State University, represented by SEIU local 503, in their effort to end their furlough status. We agree to write a letter expressing our position to PSU President Wim Wiewel, OUS Chancellor George Pernsteiner and the State Board Of Higher Education. We further agree to consider any other supportive action that PSU classified staff request of us.

05/20/10 – Semester Conversion Principles

PSU-AAUP Statement of Principles: Conversion to Semester Calendar

The Portland State University Chapter of the American Association of University Professors (PSU-AAUP) strongly embraces the mission of Portland State University (PSU). The faculty are united in their unwavering commitment to excellence in student learning, scholarship, and service. As a public institution in a large metropolitan area, it is important for PSU to provide access to its educational degrees and programs, and diversity in its faculty, staff, and student populations provides a rich environment that “enhances the intellectual, social, cultural, and economic qualities of urban life.”

Senate Bill 442 mandates that all state institutions of higher education study conversion to a semester calendar. A report with findings and recommendations must be made available to the legislature by October 10, 2010. As part of the process of collecting information for this report, a request for input was directed to the Executive Director of AAUP at PSU.

We believe operating on a semester system has merit, but we would not support a conversion without a comprehensive plan that minimizes the negative consequences. Moreover, we are mindful that when PSU went down this path in the late 1980s many faculty members expended significant time and energy—much of it without compensation—planning for the conversion, only to have it cancelled at the 11th hour. PSU-AAUP asserts that the following conditions must be satisfied for the success of any effort to conversion to a semester system of instruction from the current quarter system.

Legislature

Conversion must include sufficient and irrevocable upfront transition funding for each faculty member and each department.

Conversion—once begun—must include a commitment from the legislature that it will be irreversible.

Conversion must be statewide to include all post-secondary institutions.

Conversion implementation must be integrated so that all institutional calendars are synchronized in an effort to avoid negative impacts on community college-university and K-12-university articulation.

Impact on Students

Conversion cannot diminish the high quality education currently provided.

Conversion must not result in any additional financial hardship.

Conversion shall in no instance negatively impact the time-to-graduation.

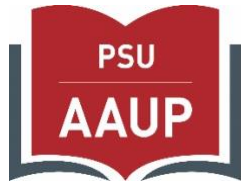
Conversion must include student support and input.

Conversion should not limit access to higher education.

Faculty/Staff

Conversion cannot proceed with necessary faculty participation unless sufficient resources are provided for each faculty member and each department.

Conversion must include provisions for adjustments in promotion/tenure procedures (e.g., tenure clock adjustments as needed).



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Conversion shall not increase current faculty workloads.

Conversion must not negatively affect faculty compensation, including health benefits and retirement.

Resources/Infrastructure

Conversion must include a reasonable timeline for planning, implementation, and evaluation/adjustment.

Conversion must provide adequate (permanent) funding for full implementation and review.

Conversion must not negatively impact resource/infrastructure commitments already in place.

04/29/2010 - Susan Castillo for State Superintendent of Public Instruction

The PSU-AAUP Executive Council moved to endorse Susan Castillo for State Superintendent of Public Instruction for the May 2010 Election.

04/29/2010 - Oregon Measure 68

The PSU-AAUP Executive Council moved to endorse Oregon Measure 68. This measure would allow the state to issue general obligation bonds and use the revenue from these bonds to pay some capital costs for local school districts.

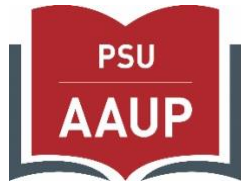
04/22/2010 - May Day Walk

The PSU-AAUP Executive Council moved to endorse the May Day Walk. The May Day walk is an opportunity for grassroots community organizations, labor unions, faith communities, and individuals to join forces in raising awareness about problems in the community due to economic pressures, decreasing social programs, union attacks, unemployment, and corporate greed.

04/08/2010 - Judge Jack Landau for Oregon Supreme Court

The PSU-AAUP Executive Council moved to endorse Judge Jack Landau for Oregon Supreme Court.

04/08/2010 – OUS Restructuring: PSU-AAUP Principles



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If restructuring occurs, PSU-AAUP believes that the following principles should be followed:

Restructuring should improve access to and quality of education for all students.

Restructuring must maintain collective bargaining for employees under the Public Employees Collective Bargaining Act (PECBA), maintain health benefits through the Public Employees Benefits Board (PEBB), and maintain retirement benefits through the State of Oregon Public Employment Retirement System (PERS).

Arrangements for “flexibility” must not undermine employment stability and security for faculty.

No bargaining unit employees should lose work because of restructuring. Any new employment positions must be represented by the appropriate union.

The State of Oregon should immediately invest funds to ensure the start-up and ongoing success of restructuring.

Restructuring must have both a short and a long-term plan with measurable benchmarks to help facilitate success.

Any restructuring of Public Higher Education must be based on careful research that evaluates other restructuring of public agencies such as OHSU and other public universities of similar size and mission.

All representative bodies of faculty must be involved in discussions, planning, and implementation of restructuring. With or without restructuring,

PSU-AAUP agrees on the following principles that could help Oregon's Public Universities:

Local institutional control over tuition management: PSU-AAUP can support local control of tuition if, and only if, the Portland State University mission of access continues to be met. Although cost and market factors are important, a public university must find ways to make higher education obtainable for all.

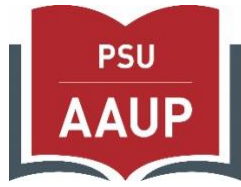
Ability to control capital expenditures and pursue alternative financing for capital improvements and operations: With a growing student body, Portland State University has struggled to meet space needs for classrooms, labs, and offices. Acquiring new space is imperative. PSU-AAUP agrees with the Presidential Consensus Principles that “Universities should be allowed to issue bonds on their own faith and credit, while maintaining access to existing capital-financing mechanisms. The universities also should have the authority to seek operating and capital revenue from other public sources.”

Establishment of a state-funding floor per student to ensure that state contributions do not continue to decline: Portland State University cannot fulfill its access mission without reliable and adequate state support.

Money distributed by the State of Oregon for higher education must go to each institution proportionally per student credit hour: Portland State University has long subsidized students studying elsewhere in the Oregon University System. We can no longer afford to carry this burden for the rest of the state institutions.

Money generated by an individual institution through tuition and fees, grant overhead, and other means must stay at the respective institution.

The Oregon University System should fund each university to attract and retain high quality faculty: Faculty should earn salaries and benefits commensurate with the those of faculty at comparator institutions.



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02/25/2010 - 5 march on Washington

The PSU-AAUP Executive Council moved to pass a Resolution of Support of a Labor-sponsored march on Washington for jobs, peace, and justice.

02/25/2010 - HJR-101, to be Oregon Measure 69

The PSU-AAUP Executive Council moved to endorse the House Resolution, HJR-101, to be Oregon Measure 69. The constitutional amendment will clarify the ability of public universities to use Article XI bonds to fund capital development. Sponsored by OUS.

01/28/2010 - Participation in the Oregon Food Bank Governor's State Employee Food Drive

The PSU-AAUP Executive Council moved to support and participate in the Oregon Food Bank Governor's State Employee's Food Drive.

11/19/2009 - SEIU-produced film "Sub-City"

The PSU-AAUP Executive Council moved to endorse the SEIU-produced film, Sub-City. The council agreed to sponsor the film and a community event during which the film will be shown and discussion of Ballot Measures 66 and 67 will follow.

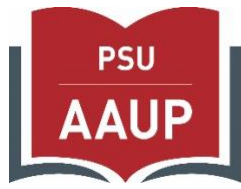
10/08/2009 - D5 March and Rally

The PSU-AAUP Executive Council moved to endorse the D5 March and Rally.

10/01/2009 - Defend Oregon Campaign; No on Measures 66 & 67

The PSU-AAUP Executive Council moved to endorse the Defend Oregon Campaign and the campaign against tax initiative Oregon Measures 66 & 67. These initiatives negatively impact higher education funding.

10/01/2009 - Defend Oregon Student Voter Registration Drive



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The PSU-AAUP Executive Council moved to endorse the Defend Oregon Student Voter Registration Drive.