



Re: Demand to Bargain

December 2, 2022

Dear Chris Meade,

Following the administration's announcement on Friday, November 18, regarding the implementation of an Equivalent Plan in response to the Paid Leave Oregon Program, please consider this letter both United Academics' and the Graduate Teaching Fellows Federation's demand to bargain over the impacts, as authorized under ORS 243.698, ORS 243.702, and Articles 44 and 34 of our respective Collective Bargaining Agreements.

While we recognize there will be some differences in how the new program interacts with each of our CBAs, because the new program impacts our bargaining unit members in largely identical ways, we believe the most expedient approach is to bargain together.

Because of the relatively short timeline available for bargaining, we propose scheduling times as soon as possible.

We look forward to productive negotiations and we will be in touch soon to schedule our first sessions.

Sincerely,

Mike Urbancic
President, United Academics of the University of Oregon

Kisa Clark
President, Graduate Teaching Fellows Federation