

Union Busting

CAS Continuity Planning

August 21, 2023

CAS Deans sent this letter to department heads this week.

GTF and UAUO graded their paper



Dear CAS Heads and Directors,

As you know, the university and the Graduate Teaching Fellows Federation (GTF) are currently in contract negotiations. It is our sincere hope that an agreement is reached before the start of the academic term. However, a timely resolution is not guaranteed, so the Dean's office is working to develop plans to ensure academic continuity should these negotiations stall and labor action occur. **UO can ensure academic continuity by meeting GE needs around working conditions and pay.**

Our goal with this planning process is to ensure that our curriculum is delivered in a way that learning goals are achieved and students are able to receive both assessment and full course credit for completing the assigned work.

**Learning goals are best achieved by providing reasonable working conditions for instructors! Instructors who are not overburdened with expanded class sizes, course loads, or financial burdens on time due to working second jobs are able to fully dedicate themselves to the task of education.**

A continuity plan will be required for any course in which a GE serves in the following capacities:

- Instructor of Record (IOR)
- Discussion Leader (DL)
- Lab Leader (LL)
- Grader (Gr)

**GEs serving in all these roles do necessary work. That work cannot be passed on to already overburdened faculty.**

and will specify how the course curriculum will be delivered and who is responsible for overseeing the course in the case of a labor disruption.

Continuity plans will be developed in a timely manner and faculty will be given a time to identify continuity plans for the course.

**The collective bargaining agreement between United Academics and UO affirms that bargaining unit faculty have the right to refuse to perform the work of striking GEs if it is unreasonable for them to do so. Faculty have the right to declare an assignment unreasonable. (See Article 41, Section 2.)**

We recognize that, in the case of a labor disruption, we will not be able to continue business as usual. Faculty will be given flexibility to modify the delivery of content and assessment of performance as needed to achieve the learning objectives of the course as best as possible. Strategies you might consider for use in your continuity planning include but are not limited to:

- Replacing GE teaching with faculty instruction (TTF/Career/Pro Tem)
- Adding instructional support from non-faculty personnel
- Combining sections, possibly coupled, with asynchronous delivery
- Moving to remote, possibly asynchronous delivery
- Modifying the course by postponing, abbreviating, or omitting less-critical elements and grading rubric accordingly
- Shifting to less labor-intensive assessments of assignments and exams
- Hiring undergraduate students or others to grade or otherwise assist

**These "solutions" put the burden of UO's cost-cutting measures on students and faculty. They diminish the value of students' education, and devalue the work of everyone who does instructional labor.**

We recognize that **none of these solutions are optimal and cannot replace the work of our GEs**, and indeed hope that the plans will never require implementation. We also know that strategies may need to shift depending on the duration of labor action. Finally, ~~you should feel free to consult with your F23 non-GE instructors as we all begin the process of reimagining courses without access to GE support.~~

**GEs are valuable employees specifically because they have highly specialized expertise and skillsets. Their work cannot simply be replaced.**

Thank you in advance for your work on continuity planning. Please feel free to reach out to us with any questions.

Sincerely,  
Bruce, Elliot, and Harry

**Courses do not need to be reimagined without access to GE support. GE support needs to be paid at the value it brings to the university.**