



Graduate Teaching Fellows Federation

American Federation of Teachers, Local 3544, AFL-CIO

Dear President Scholz, Interim Provost Woodruff-Borden, future Interim Provost Ford, and Senior Vice President Moffitt,

The undersigned organizations strongly believe the University of Oregon (UO) must meet the contract demands of the Graduate Teaching Fellows Federation (GTFF), AFT Local 3544.

We are concerned about the ongoing negotiations between the UO administration and the GTFF. Too many issues remain unresolved in negotiations, but particularly galling is UO's denial of a living wage for graduate employees. With 20% inflation since their last contract ratification in 2019, the snail's pace at which the university increases its salary offers insults the dignity of its graduate employees (GEs).

These working conditions are untenable in the city of Eugene, where the [minimum cost-of-living is nearly double what the average GE earns](#).

As you are well aware, graduate employees teach vast numbers of undergraduates and conduct scholarly work that is vital to maintaining UO's reputation as a top-tier research institution. They are an integral part of the community and play a crucial role in helping University of Oregon fulfill its mission, vision, and values. Unfortunately, GEs' wages do not come anywhere close to reflecting their essential contributions. We find the living conditions of graduate workers at UO, a top research university, to be unacceptable.

We urge the UO administration to reach a fair contract that values the work of graduate employees as educators and researchers. The UO must compensate GEs for years of non-competitive pay. In the university's own climate survey conducted in 2022, 52% of graduate students said they regularly consider leaving their programs. Failing to offer living wages creates immediate and long-term problems for the university, as graduate employees will continue to leave their programs prior to completion due to economic precarity.

The University of Oregon's continued success requires reaching an agreement that gives GEs a living wage and provides tangible material support to especially financially burdened groups like international students and caregivers. Such a fair contract is in the university's best interest. UO can demonstrate national leadership by proactively agreeing to a fair contract for the GTFF's members and

GEs Deserve

DIGNITY



their families, while simultaneously bolstering the university's academic endeavors.

We are hopeful you will take advantage of this opportunity to settle a fair contract with the GTFF before a strike is necessary. However, if the GTFF decides to call a strike to defend their demand for a fair contract, we will stand in full solidarity with their members. Our community stands behind the GTFF in their historic contract fight. We hope to see a fair resolution to negotiations soon.

Signed,

**American Federation of Teachers-Oregon
(AFT-OR)**

Ariana Jacob, President

Amalgamated Transit Union 757

Bill Bradley, Executive Board Officer

Breach Collective

Caitlin Howard, Content Strategist

**Coalition of Graduate Employees (CGE),
AFT Local 6069**

Ashton Cummings, VP of Grievances

Edwin Harris, Steward

Kayla Ruth, Rank-and-file

Hannah Stuwe, Steward

Noah Vaughan, VP of Solidarity

Community Alliance of Lane County

Indigo Amarys, Education Justice Program
Organizer

Eugene Education Association

Sabrina Gordon, President

**Eugene-Springfield Democratic Socialists of
America**

Jacob Trewe, Treasurer-Secretary

Food & Water Workers Union

John Aspray, President

**Graduate Employees Union of Portland
State University, AFT Local 6666**

Alexis Guizar-Diaz, Interim Co-President and
VP of Organizing

**Graduate Researchers United, AFSCME
Local 402**

Triona Matheson, President

**Lane Community College Education
Association**

Adrienne Mitchell, President

Mid-Valley IWW

Jared Page, Branch Secretary

Oregon Nurses Association (ONA)

Scott Palmer, Chief of Staff

Oregonizers

Ariel Knox, Founder

PCUN

Reyna Lopez, President/Executive Director

Progressive Workers Union

Dylan Plummer, Trustee



Teamsters Local 206

**University of Oregon Student Workers
(UOSW)**

SEIU 503 Sublocal 085
Johnny Earl, President

Sierra Club Oregon Chapter
Damon Motz-Storey, Chapter Director

Springfield Education Association
Jonathon Gault, President

**United Academics of the University of
Oregon (UAUO)**
Mike Urbancic, President

**University of Oregon Young Democratic
Socialists of America (UOYDSA)**
David Lefevre, Chair

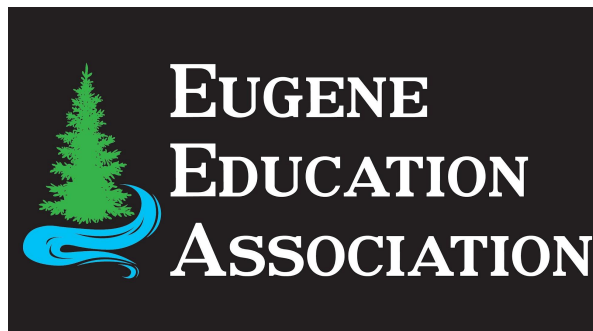
Women in Graduate Sciences (WGS)
Willow Davis, President

350 Eugene
Patricia Hine, President



CALC
Community Alliance of Lane County



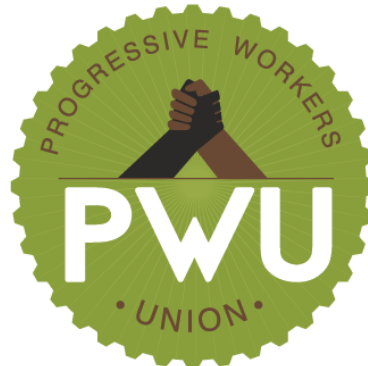


SIERRA CLUB
OREGON CHAPTER



Breach
Collective





GEs Deserve
DIGNITY

