

Articles	UO	UOSW
<p>Wages and Compensation</p>	<ul style="list-style-type: none"> - Starting Wages: <ul style="list-style-type: none"> - Student 1: \$15.44 - \$18.94 - Student 2: \$15.94 - \$19.44 - Student 3: \$16.44 - over \$19.94 - Yearly Increases: <ul style="list-style-type: none"> - 3% increase for all workers July 2026, 2027, 2028 	<ul style="list-style-type: none"> - Starting Wages: <ul style="list-style-type: none"> - Student 1: \$18.50 - Student 2: \$19.00 - Student 3: \$19.50 - Yearly Increases: <ul style="list-style-type: none"> - 5% increase for all workers July 2026 & July 2027 - Differentials: <ul style="list-style-type: none"> - Work hours before 7AM or after 9PM: <ul style="list-style-type: none"> - +\$2.00/HR on top of base wages - Using a second language while on shift: <ul style="list-style-type: none"> - +\$1.50/HR on top of base wage - Weather Emergency: <ul style="list-style-type: none"> - +\$4.00/HR on top of base wage
<p>Pay Cycle</p>	<ul style="list-style-type: none"> - Complying with Oregon Law: <ul style="list-style-type: none"> - Student workers will be paid within 35 days of starting work or their last regular paycheck - Emergency Advances: <ul style="list-style-type: none"> - Student workers will be able to request 60% of an advance of wages in cases of emergency. Can request an advance 2 times a year. - Bi-Weekly Implementation Working Group: <ul style="list-style-type: none"> - The Union and the University will convene a working group within 6 months of ratification of our contract to discuss a possible future implementation of a bi-weekly pay period. The Senior VP of Finance and Administration will ultimately decide what the working group does. 2 UOSW representatives on the working group. 	<ul style="list-style-type: none"> - Complying with Oregon Law: <ul style="list-style-type: none"> - Student workers will be paid within 35 days of starting work or their last regular paycheck - Emergency Advances: <ul style="list-style-type: none"> - Student workers will be able to request 60% of an advance of wages in cases of emergency. Can request an advance 2 times a year. - Bi-Weekly Implementation Working Group: <ul style="list-style-type: none"> - The Union and the University will convene a working group by the start of fall term 2025 to discuss a possible future implementation of a bi-weekly pay period. A report will be delivered to the Senior VP of Finance and Administration by May 2027. UOSW and the University will have an equal number of

		<p>representatives on the working group and other employee groups may have up to 2 representatives each.</p>
<p>Grievance and Arbitration</p> <p>An arbitrator is a neutral 3rd party who issues a binding decision after an investigation into the initial grievance and following decisions made through the grievance process.</p>	<ul style="list-style-type: none"> - Grievances: <ul style="list-style-type: none"> - Grievance process through the University with the University president as the final decision maker. Our union may take the University president's decision to arbitration if we disagree. - Arbitration: <ul style="list-style-type: none"> - Standard arbitration for all grievances except ones related to discrimination and harassment claims. The arbitrator can only review if there were procedural errors (timelines followed, proper issuance of information to individuals, etc) and not the facts of the matter (was someone discriminated against and/or harassed) 	<ul style="list-style-type: none"> - Grievances: <ul style="list-style-type: none"> - Grievance process through the University with the University president as the final decision maker. Our union may take the University president's decision to arbitration if we disagree. - Arbitration: <ul style="list-style-type: none"> - Standard arbitration for all grievances with the arbitrator able to review procedural errors and facts of the matter.
<p>Leaves</p>	<ul style="list-style-type: none"> - Sick Leave Accrual: <ul style="list-style-type: none"> - 21.67:1 ratio for hours worked:sick leave accrued for student workers without work study - Work Study Sick Leave: <ul style="list-style-type: none"> - No sick leave for student workers on work study 	<ul style="list-style-type: none"> - Sick Leave Accrual: <ul style="list-style-type: none"> - 21.67:1 ratio for hours worked:sick leave accrued for all student workers - Work Study Sick Leave: <ul style="list-style-type: none"> - Same accrual rate as non-work study student workers

<p>Residence Life Wages and Job Categories</p>	<ul style="list-style-type: none"> - Elimination of Resident Assistant Role* <ul style="list-style-type: none"> - Starting the 2026-2027 academic year and replaced with these roles: <ul style="list-style-type: none"> - Community builder: 50% room and meal plan remuneration and assigned a roommate - Community Safety Assistant: 75% room and meal plan remuneration and may be assigned a roommate - Community Coordinator: 100% room and meal plan remuneration and no roommate - Current Resident Assistants: <ul style="list-style-type: none"> - 2024-2025 resident assistants who continue to be in the position through the 2025-2026 academic year will have the opportunity to become “Community Coordinators” in the 2026-2027 year. This position has the same remuneration and compensation as the 2025-2026 RA contract. <p>*it is the University's legal right to eliminate the position. We cannot legally strike over the elimination of position.</p>	<ul style="list-style-type: none"> - Elimination of resident assistant role* <ul style="list-style-type: none"> - Starting the 2026-2027 academic year and replaced with these roles: <ul style="list-style-type: none"> - Community builder: 100% room and meal plan remuneration and no roommate - Community Safety Assistant: 100% room and meal plan remuneration and no roommate - Community Coordinator: 100% room and meal plan remuneration and no roommate - Currently Hired Resident Assistants: <ul style="list-style-type: none"> - Resident Assistants who serve during the 2025-2026 academic year will transition to the Community Coordinator position in the 2026-2027 academic year. This position has the same remuneration and compensation as the 2025-2026 RA contract. <p>*it is the University's legal right to eliminate the position. We cannot legally strike over the elimination of position.</p>
<p>Shift Meals</p>	<ul style="list-style-type: none"> - Shifts Under 8 Hours: <ul style="list-style-type: none"> - Current discounted rate: \$0.60/1 point - Shifts Over 8 Hours: <ul style="list-style-type: none"> - \$1 shift meal 	<ul style="list-style-type: none"> - Shifts Under 6 Hours: <ul style="list-style-type: none"> - Current discounted rate: \$0.60/1 point - Shifts Over 6 Hours: <ul style="list-style-type: none"> - \$1 shift meal
<p>No Strike, No Lockout</p>	<ul style="list-style-type: none"> - Strike: <ul style="list-style-type: none"> - The University and the Union will not engage in any activity or strike that 	<ul style="list-style-type: none"> - Strike: <ul style="list-style-type: none"> - The University and the Union will not engage in any activity or strike

	<p>withholds labor.</p> <ul style="list-style-type: none"> - The University can discipline and/or terminate any student workers who violate this article. - The Union will email student works in violation of this article immediately. <p>- Lockout:</p> <ul style="list-style-type: none"> - The University will not “lockout” or bar any student workers from their worksite 	<p>that withholds labor.</p> <ul style="list-style-type: none"> - The University can discipline and/or terminate any student workers who violate this article. - The Union will email student works in violation of this article immediately. <p>- Lockout:</p> <ul style="list-style-type: none"> - The University will not “lockout” or bar any student workers from their worksite <p>- Other work:</p> <ul style="list-style-type: none"> - The University will not require student workers to do the work of another employee group on strike
Probationary Period	<ul style="list-style-type: none"> - All student workers on probation their first 8 weeks of work - Supervisors may request HR approval for an additional 4 weeks of probation - If a student worker does not meet performance expectations during the probation period, they may be fired for that reason. 	<i>We reject this proposal.</i>
Terms of Agreement	<ul style="list-style-type: none"> - Length of Contract: <ul style="list-style-type: none"> - Contract expires December 31st, 2028 	<ul style="list-style-type: none"> - Length of Contract: <ul style="list-style-type: none"> - Contract expires December 31, 2027