

Board of Trustees of the University of Oregon

Resolution: Board Responsibilities in Dealing with Potential University Employee Strikes

Whereas, the Board of Trustees of the University of Oregon (the "Board") is by statute responsible for "(managing) the affairs of the university by exercising and carrying out all the powers, rights, and duties that are expressly conferred upon the board by law, or that are implied by law or are incident to such powers, rights and duties." (ORS 352.029);

Whereas, the Board has delegated to the University President (the "President") the authority to "act for the Board of Trustees regarding all personnel and employment matters, including labor relations and approval of collective bargaining agreements" (Policy on Retention and Delegation of Authority adopted June 12, 2014);

Whereas, strikes by university employees have the potential to seriously disrupt the functioning of the university, the education of students, and important Board projects and initiatives, such as the "Competitive Excellence" program, the ongoing \$2 Billion Capital Campaign, and the current effort to recruit a new university president; and

Whereas, this potential for serious disruption makes it imperative that the Board be well informed about the bargaining process and be directly consulted late in negotiations when there is an imminent possibility of an employee strike;

Now, therefore, the Board of Trustees of the University of Oregon hereby directs the President to, in a manner consistent with applicable law and Board Bylaws, Article IX, Section 2:

- 1) Update Board members periodically about the progress of negotiations with all employee groups well before they reach an impasse; and
- 2) Once any contract negotiations reaches formal impasse, provide Board members with a copy of both parties' Final Offers and a written report explaining the issues in dispute and the university's plans for maintaining operations during a strike; and
- 3) Once the university receives a formal strike notice, request an emergency meeting of the Board for the purpose of reviewing the situation and considering all available options. The Board Chair shall convene such meeting as quickly as possible.

-Vote Recorded on Following Page-

Moved: Kurt Willcox

Seconded: Susan Gary

Trustee	Yes	No
Ballmer, Connie		X
Bragdon, Peter		X
Chapa, Rudy		X
Colas, Andrew		X
Curry, Ann	NP	NP
Ford, Allyn		X
Gary, Susan	X	
Gonyea III, Joe		X
Kari, Ross		X
Lillis, Chuck		X
Ralph, Ginevra		X
Schlegel, Helena	X	
Wilcox, Mary		X
Willcox, Kurt	X	

Dated: 5 of March , 2015.

Initials: AW