

GEU Mediation Proposal: Complete Agreement

This mediation proposal has been prepared for the purposes of collective bargaining only and does not represent the final form of the Article. The Bargaining Team reserves the right to amend or withdraw this proposal as bargaining may require. PSU is a public institution, these negotiations pertain to public employees, and this proposal will be shared publicly.

COMPLETE AGREEMENT				
LN	GEU Proposal 12/8/17	Admin Proposal 2/2/18	GEU Proposal 2/12/18	Notes
3	Section COMPLETE AGREEMENT ARTICLE.1	Section 1	Section COMPLETE AGREEMENT ARTICLE.1	
4	Pursuant to their statutory obligations to bargain in good faith, the University and the GEU have met in full and free discussion concerning matters of "employment relations" as defined in ORS 243.650 (7). This Agreement incorporates agreement between the parties resulting from these negotiations.	Pursuant to their statutory obligations to bargain in good faith, the University and the GEU have met in full and free discussion concerning matters of "employment relations" as defined in ORS 243.650 (7). This Agreement incorporates the sole and complete agreement between the parties resulting from these negotiations. The GEU agrees that the University has no further obligation during the term of this Agreement to bargain except as specified in Section 2 of this Article and/or as required by Article __ concerning Separability.	Pursuant to their statutory obligations to bargain in good faith, the University and the GEU have met in full and free discussion concerning matters of "employment relations" as defined in ORS 243.650 (7). This Agreement incorporates agreement between the parties resulting from these negotiations.	
5	Section COMPLETE AGREEMENT ARTICLE.2	Section 2	Section COMPLETE AGREEMENT ARTICLE.2	
6	<ul style="list-style-type: none"> a) The parties recognize the University's full right to direct the work for and to issue rules, policies, procedures and practices. Subject to the bargaining requirements of ORS 243.698, the University may change or issue rules, policies, procedures and practices, provided they do not conflict with specific provisions of this Agreement. The University will notify the GEU at least thirty (30) days before the effective date of any changes over which it has a duty to bargain under ORS 243.698. b) If the GEU believes a proposed change is subject to the ORS 243.698 bargaining obligation, it may file a demand to bargain within fourteen (14) calendar days of notification of the proposed change. c) If the University refuses to bargain, the GEU may file an unfair labor practice complaint with the Employment Relations Board (ERB) under ORS 243.672(1). d) If the Board sustains the complaint, the parties shall meet to negotiate over the changes. 			