STATE OF OREGON, EMPLOYMENT RELATIONS BOARD

UNFAIR LABOR PRACTICE COMPLAINT AGAINST PUBLIC EMPLOYER

File your complaint (with any attachments) and pay the $300 filing fee on our online Case Management System-CMS. Alternative filing options detailed in the instructions.

If using our online CMS, you will be directed to a payment option to pay the required $300 filing fee. At this time, only ACH payments (*i.e.*, those using a checking account) can be processed through our CMS—**credit card payments are not currently supported.** If you do not use our online payment system, you may also mail the $300 filing fee, or make arrangements with an ERB staff member for in-person delivery. Your filing is not complete until the $300 is paid. There is an additional $25 fee to file a document by fax.

ERB Case No. provided upon filing

Case No.: UP-070-26

Date Filed: 9/15/26

1. COMPLAINANT Name, address, phone number, and email address.	2. COMPLAINANT'S REPRESENTATIVE Name, address, phone number, and email address.
Graduate Teaching Fellows Federation, American Federation of Teachers Local No. 3544, AFL-CIO 609 E. 13th Avenue, Eugene, OR, 97401	Luke Kuzava Tedesco Law Group 1316 NE Broadway Street, Unit A, Portland OR 97232 *866) 697-6015 ext. 704; luke@tlglabor.com
3. RESPONDENT (EMPLOYER) Name, address, phone number, and email address.	4. RESPONDENT'S REPRESENTATIVE Name, address, phone number, and email address.
University of Oregon c/o Chris Meade 1585 E. 13th Avenue, Eugene, OR 97403 (541) 346-1000; cmeade@uoregon.edu	Carson Campbell and Jasmine Narang University of Oregon Office of the General Counsel 219 Johnson Hall, Eugene, OR 97403-1226 (54!) 346-3082; carsongc@uoregon.edu; jnarang@uoregon.edu

5. Complainant alleges that Respondent has violated the following section(s) of ORS chapter 243 of the Public Employee Collective Bargaining Act, which make it an unfair labor practice for a public employer or its designated representative to (check all that apply):

- ☐ 243.672(1)(a): Interfere with, restrain or coerce employees in or because of the exercise of rights guaranteed in ORS 243.662.
- ☐ 243.672(1)(b): Dominate, interfere with or assist in the formation, existence or administration of any employee organization.
- ☐ 243.672(1)(c): Discriminate in regard to hiring, tenure or any terms or condition of employment for the purpose of encouraging or discouraging membership in an employee organization.
- ☐ 243.672(1)(d): Discharge or otherwise discriminate against an employee because the employee has signed or filed an affidavit, petition or complaint or has given information or testimony under ORS 243.650 to 243.809.
- ☒ 243.672(1)(e): Refuse to bargain collectively in good faith with the exclusive representative.
- ☐ 243.672(1)(f): Refuse or fail to comply with any provision of ORS 243.650 to 243.809.
- ☐ 243.672(1)(g): Violate the provisions of any written contract with respect to employment relations including an agreement to arbitrate or to accept the terms of an arbitration award, where previously the parties have agreed to accept arbitration awards as final and binding upon them.
- ☐ 243.672(1)(h): Refuse to reduce an agreement, reached as a result of collective bargaining, to writing and sign the resulting contract.
- ☐ 243.672(1)(i): Violate ORS 243.670(2), relating to the use of public funds to support actions to assist, promote or deter union organizing.
- ☐ 243.672(1)(j): Attempt to influence an employee to resign from or decline to obtain membership in a labor organization.
- ☐ 243.672(1)(k): Encourage an employee to revoke an authorization for the deductions described under ORS 243.809.
- ☐ 243.752: Refuse or fail to comply with any provision of a final and binding arbitration award.

6. This Complaint includes the following requests (check all that apply):

☒ A request that the Board award a civil penalty, pursuant to ORS 243.676(4) and OAR 115-035-0075.

☒ A request that the Board order reimbursement of the filing fee, pursuant to ORS 243.672(6) and OAR 115-035-0075.

☐ A request that the Board expedite all or part of this Complaint, pursuant to OAR 115-035-0060.

7. Statement of Claims

You must attach a statement of claims to this Complaint. The statement must provide the following information:

- A clear and concise statement of the facts involved in each alleged unfair labor practice (including relevant dates, names, places, and actions);
- A specific reference to each section and subsection of the law allegedly violated; and
- A brief description of the remedies Complainant is seeking.

If you refer to documents in the statement of claims, you may attach copies of those documents to the statement.

If you are requesting a civil penalty and/or filing-fee reimbursement, the statement of claims must also include an explanation of why you believe a civil penalty and/or filing-fee reimbursement is appropriate in your case, and a clear and concise statement of the facts alleged in support of the request(s). *See* OAR 115-035-0075.

If you are requesting expedited processing, you must also provide the affidavit required by the Board's rules. *See* OAR 115-035-0060.

I certify that the statements in this Complaint and the attached statement of claims are true to the best of my knowledge and information.

By: */s/ Luke Kuzava*
Signature of Complainant or Complainant's Representative

Attorney for Complainant
Title

09/15/2026
Date

ATTACHMENT TO UNFAIR LABOR PRACTICE COMPLAINT

1. The Graduate Teaching Fellows Federation, American Federation of Teachers Local No. 3544, AFL-CIO ("GTFF") is a labor organization within the meaning of ORS 243.650(13). GTFF is a the recognized exclusive representative of a bargaining unit consisting of all graduate students with GE appointments (service awards) employed by the University of Oregon, excluding supervisors and confidential employees.

2. The University of Oregon ("the University) is a public university based primarily in Eugene, Oregon, and is a public employer as defined by ORS 243.650(2). The University employs GTFF's bargaining unit.

3. GTFF and the University are parties to a collective bargaining agreement. The most recent version of that collective bargaining unit became effective on January 26, 2024, and expired on June 15, 2026. The parties began successor contract bargaining on or about March 9, 2026.

4. As explained more fully below, from the outset of these successor contract negotiations, the University has failed to engage in the bargaining process in good faith and has instead engaged only in superficial surface bargaining. GTFF has been a certified and active labor union at the University since 1976, and as such has engaged with the University in countless bargaining cycles over many decades. The University's approach to bargaining during this current cycle of successor contract negotiations has been remarkably different than any past bargaining cycle in GTFF's institutional memory. The University has made only the barest and most superficial attempts to go through the motions of the bargaining process, while barely responding to GTFF's bargaining proposals. Among other things, the University has failed to offer *any* counterproposals to a substantial number of GTFF's bargaining proposals, and rejected other proposals without any shared reasoning, or for stated reasoning that is patently nonsensical. The University requested mediation from this Board on August 10, 2026.

The University's Dilatory Tactics

5. In past bargaining cycles, GTFF and the University have historically always agreed to ground rules that would require the parties to meet routinely for bargaining sessions, typically at least twice per month. Specifically, GTFF's records show that the University has agreed to commit to regular periodic bargaining sessions for every past bargaining cycle with GTFF since 1987, including the most recent past bargaining cycle in 2023/2024. With a few very limited exceptions, in each of those bargaining cycles since 1987, GTFF and UO have committed to meeting at least twice per month.

6. During this bargaining cycle, GTFF proposed that same ground rule, but the University's bargaining team refused to commit to regular meetings for the first time in almost 40 years. The University gave no explanation for why it was now refusing to agree to that

ground rule other than a general assertion that the members of the University's bargaining were busy, and that meetings would be difficult to schedule.

7. Not only would the University not agree to regular bargaining sessions, but from the outset of the bargaining cycle, the University was generally uncooperative in scheduling bargaining sessions. For example, on January 15, 2026, GTFF reached out to the University's bargaining team to schedule the first "ground rules" session, indicating availability on February 5, 9, 12, 16, or 19. (see attached "**Exhibit 1**.") Dan Currier (the University's Associate Director of Employee and Labor Relations, and a member of the University's bargaining team), wrote back that day saying that the University would be in touch the following week to pick a date. That did not happen. On January 23, GTFF reached out again to check in, having not heard back. On January 26, Chris Meade (the University's Director of Employee and Labor Relations, and the head of the University's bargaining team) reached out and said that he did not think it would be necessary to meet beforehand to discuss ground rules at all, and that in his experience, ground rules were typically exchanged via email (this was not consistent with the University's past practice – for example, in the most recent 2023/2024 bargaining cycle, GTFF had met with the University at the outset to establish ground rules).

8. For example, on March 18, GTFF emailed the University's bargaining team (using gtffbargaining2026@gmail.com, an email address that GTFF had created specifically for the 2026 successor contract bargaining), to propose scheduling sessions in advance (see attached "**Exhibit 2**"). GTFF indicated that its team had standing availability every other Friday between 10:00 a.m. and 2:00 p.m., and proposed two possible alternative schedules for the next four sessions (from early April to mid-May) that would work for GTFF – meaning that the GTFF proposed eight total dates that would work for GTFF. (Id. at page 1). Chris Meade (the University's Director of Labor Relations and the head of the University's bargaining team) did not respond to that email until March 24, and when he did respond, it was only to notify GTFF that the University would "need some more time to try to figure out schedules" and that he hoped to have a response sometime in the next week. (Id. at page 2) Meade did not respond again until March 31, and at that point told GTFF that out of the eight Friday dates that GTFF had proposed, the University's was available for only one (April 17). He also indicated availability on May 13, which was not a day that GTFF had listed as part of their initial availability. (Id. at page 2-3).

9. The University did not confirm the location for the April bargaining session until April 7. At the end of the April 7 bargaining session, GTFF asked the University to schedule the next session, so that the parties would not end the session without knowing when they would next meet. The University refused to schedule the next sessions and instead said that they needed to confer, but would get back in touch with GTFF by the end of the coming week (April 24) to provide scheduling availability. The University then failed to provide availability by the 24th. GTFF reached out on the 27th to nudge the University, at which point, the University confirmed two additional dates, on May 7 and May 26. (Id. at page 6).

10. This pattern of conduct generally continued throughout the course of the 150 days of bargaining: despite GTFF's repeated requests, the University's team was be unwilling to schedule bargaining sessions out more than one or at the most two sessions in advance (May was the only month during the 150-day period in which the parties met twice). Oftentimes, a bargaining session would end without any certainty as to when the parties would meet again, despite GTFF's consistent request to schedule the next session. The University was consistently unresponsive, or unreasonably delayed its responses (virtually every time the University told GTFF that it would reply by a date certain about a scheduling question, it failed to reply by that date). Other than the initial outreach to begin successor contract negotiations, at no point in the process did anyone from the University's bargaining team proactively reach out to schedule a session – the onus was solely on GTFF to reach out to the University (usually repeatedly) to attempt to schedule sessions.

11. As a result of the University's lack of apparent interest in scheduling bargaining sessions, the parties met far less frequently during the 150-day negotiations period than they had in past sessions. In total, between March of 2026 and August 10, when the University requested mediation, GTFF and the University met for bargaining sessions on only six occasions. By contrast, during 2023-2024 negotiations, the parties met thirteen times during the 150-day period.

The University's Failure to Make Counterproposals, Explain its Bargaining Positions, and/or Respond Meaningfully to GTFF's Proposals

12. During the initial 150-day period, GTFF passed the University proposals for 26 contract articles. During the 150-day period he University did not make counters at all to nine of those proposed articles (specifically, the University offered no responses at all to GTFF's proposals regarding the Preamble, Articles 8, 10, 27, and 35, Appendix A, and three new articles that GTFF had proposed that were not in the past contract). The University did not and has not objected to those articles as being permissive – it has simply failed to provide any counterproposals, and largely has not provided any substantive explanation for why it had failed to provide any counterproposals.[1]

[1] With regard to Article 35 (a proposed new article relating to the University's obligations to bargaining unit members in the event of ICE presence on campus), the University failed to respond at all to the Article between March and July 29. Then, at a July 29 bargaining session, the University indicated that it had a response. However, the response turned out not to be an actual counterproposal, but instead a general comment that in light of recent new state legislation (HB 4079), the University thought it would be "helpful" if GTFF were to "update" its own proposal. Importantly, the University did not allege that HB 4079 rendered GTFF's proposal unlawful, or that the proposal was inconsistent with HB 4079 in any way – rather, the University's team simply declined to make a counterproposal in favor of demanding that GTFF revise and reissue its own proposal. The University did not explain that decision, other than to tell GTFF that GTFF's proposed modifications to Article 35 were modifications that "you are asking *us* for." In other instances, when GTFF asked the University to explain its bargaining

13. In other cases, the University flatly rejected proposed changes that did nothing other than fix clerical errors and issues: For example, Article 9 in the most recent version of the CBA references an office that the University used to call the Office of Investigations and Civil Rights Compliance." The University had recently changed the name of that office, however, to the Office of Equal Opportunity and Access. GTFF made a proposal regarding Article 9 that made no substantive changes to the Article whatsoever, but updated the name of that office for accuracy, as a purely clerical matter. During a bargaining session on or about July 29, 2026, the University rejected that proposed clerical correction, and would not explain why. This was not a change that had any economic or non-economic impact – it did not alter the meaning of the Article, and was simply designed to bring the Article into conformance with the new title that the University had given its own office, and there is no rational basis for the University to have rejected that simple revision in favor of re-including contract language that mis-named the University's own office. That same bargaining session, the University rejected GTFF's proposal to fix a minor typo in Article 21. The University's blanket rejection of these proposed clerical edits, without any explanation, show that the University was rejecting GTFF's proposals without taking the time to understand what was rejecting.

14. When the University provided ostensible "reasoning" for rejecting other proposals, that reasoning was often nonsensical: for example, at the same July 29 bargaining session the University's bargaining team stated that it was rejecting GTFF's proposal for Article 19 ("Summer Term"), because the University was trying to "avoid added cost." The Article 19 proposal at issue, however, did not involve any direct or indirect financial costs or commitments. When the University's team stated that it was rejecting the article due to financial concerns, the GTFF bargaining team asked the University's team to read through the article and identify the specific provisions within the article that the University found financially prohibitive (or even financially *consequential* in any way). The University's team read through the proposal at the bargaining session, with demeanor that suggested that none of the team members had any familiarity with the proposal they had just rejected. None of the University's bargaining team members were able to identify any financial consequential provision within the Article that they had just rejected due to supposed financial concerns.

15. The above are just some examples among many: throughout the bargaining cycle, the University's conduct has gone well beyond run-of-mill unpreparedness and demonstrated a lack of any sincere desire or effort to work towards an agreement with GTFF.

Indicia that the University's Nonengagement in the Bargaining Process During the 150-day Period was Intentional and Tactical

16. Throughout the process, the University comments and conduct suggested that the University's lack of efforts during the 150-day period was hardly accidental, but was

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positions, the University's team would deflect and say that they would instead respond via a follow up email, which never happened.

instead an apparent strategic choice to engage as minimally as possible during the 150-day period to avoid the public scrutiny that came with open bargaining.

17. One indicia of the University's attitude came early on in the process, when GTFF was attempting to work with the University on ground rules. On February 10, 2026, Chris Meade responded to GTFF's ground rules proposal (which was identical to the ground rules that the parties had agreed on before), and along with his proposal, opined: "Our experience has shown that bargaining tends to be more about the theater of negotiations, at least during the direct bargaining period, and less about substantive discussion," and that the University's counterproposal on ground rules was intended to "limit this as much as possible." (See Ex. 1, page 5).

18. Meade's reference to the "theater of negotiations" was an apparent reference to the fact that GTFF's general membership has historically been highly engaged in the bargaining process during past bargaining cycles, and rank-and-file GTFF members routinely attend bargaining sessions in large numbers. GTFF is also part of an informal "campus labor council" with other labor unions that represent other parts of the University's workforce (namely SEIU 503, which represents the classified workforce, UOSW, which represents the undergraduate student workers, and United Academics, which represents the University's professors and non-student instructors). In recent years, the labor unions in the campus labor council have demonstrated increased solidarity and support for one another during their respective bargaining processes. The student body in general is also increasingly attentive to the collective bargaining process, particular for GTFF and UOSW, the two labor unions whose bargaining units are comprised exclusively of students. [2] What the University disparagingly characterizes as the "theater of negotiations" is more accurately described, in other words, as the increased public attention that labor relations have received from the University community – attention that has often led to public criticism of the University and University leadership.

19. The comments and conduct of the University bargaining team members, throughout this period of negotiations, create the strong impression that the University has made an intentional and tactical choice to engage as little as possible during the 150-day period, in an attempt to avoid public scrutiny, until enough time had passed to move bargaining to what the University apparently sees as the friendlier forum of confidential mediation sessions. Unsurprisingly, on August 10, 2026 (almost as soon as it possible could), the University requested mediation.

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[2] Among other things, UOSW was certified in 2023 as the exclusive representative of roughly 4,000 undergraduate student workers, a significant portion of the University's roughly 20,000 undergraduate students. Following first contract negotiations, UOSW went to strike in 2025, and the strike received significant media attention.

FIRST CLAIM FOR RELIEF:
Violation of ORS 243.672(1)(e) – Surface Bargaining

20. ORS 243.672(1)(e) makes it an unfair labor practice for a public employer to refuse to bargain collectively in good faith with the exclusive representative. This Board has held that an employer violates ORS 243.672(1)(e) when it engages in "surface bargaining" – that is, when the employer fails to do more than simply go through the motions of negotiating without a sincere desire or willingness to reach an agreement.

21. As described above, the University has engaged in surface bargaining during the current and ongoing successor contract negotiations in the following ways:

A. Using dilatory tactics and failing to make reasonable efforts to schedule bargaining sessions.
B. Failing to respond with any counterproposals to nine of GTFF's proposed articles between March 9, 2026 and the present.
C. Rejecting proposals without explanation.
D. Rejecting proposals for explanations that lack any rational basis.
E. Failing to explain its bargaining positions.
F. Insisting that GTFF revise its own proposal instead of making a counterproposal.
G. Indicating, through the words and actions of the University's bargaining team members, that the University considers the 150-day negotiations period to be little more than "theater of negotiation" to be endured, with minimal engagement, until enough time had passed to request mediation.
H. Rushing through the 150-day bargaining period without any serious intention to work towards or reach agreement.

The above conduct, considered independently and/or in the aggregate, violates ORS 243.672(1)(e).

Request for Civil Penalty, Representation Costs, and Notice Posting

22. The University's actions, as described above, were sufficiently egregious to justify a civil penalty under ORS 243.676(4)(a). As described above, the University's lack of engagement in the bargaining process was no accident. The University has bargained with GTFF (and the other labor unions that are active at the University) countless times in the past, and knows how to engage in the process. Instead, the University made an intentional and tactical choice to avoid engagement during the open portion of the bargaining process – thus effectively wasting 150 days (at least) of GTFF's time – in an attempt to avoid and/or minimize what is disparagingly wrote off as a "theater of negotiations."

23. The 150-day initial period of bargaining that takes place in the public view is critically important to the PECBA's bargaining process because *public accountability* is a critically

important part of the PECBA's bargaining process. What the University degrades as "theater of negotiation" hardly unproductive – involving membership and the greater public in the bargaining process, and assessing and generating support for bargaining issues and positions are all highly important tools for labor unions. The University employed a deliberate strategy to undermine that stage of the collective bargaining process, and undermine GTFF's ability to effectively leverage that stage of the process. The University's conduct was an object lesson in bad faith bargaining and accordingly justifies a civil penalty under ORS 243.676(4)(a). GTFF requests a civil penalty of $1,000.00.

24. GTFF further requests reimbursement of its filing fee under ORS 243.672(6), and an award of reasonable representation costs and attorney fees pursuant to ORS 243.672(2)(d) and OAR 115-035-0055.

25. The University's calculated and flagrant actions also justify notice posting for the same reasons that a civil penalty is justified. Additionally, notice posting is justified because the University's unlawful actions were committed by multiple high-level University personnel, impacted a significant portion of the bargaining unit, and had a significant impact on GTFF's ability to effectively function in its role as exclusive representative of the bargaining unit. The University maintains an email system that it uses to communicate with its workforce. GTFF requests that the Board order the University to post notice of its violations electronically through its email system, and physically in areas accessible to all University employees.

Request for Relief

GTFF respectfully requests an order from the Board granting the following relief:

A. Finding that the University violated ORS 243.672(1)(e);

B. Requiring the University to cease and desists from its actions that violate ORS 243.672(1)(e);

C. Determining the number of days in which the University was found to have failed to bargain in good faith, and ordering the parties to return to the bargaining table to complete the required 150-day period of good faith negotiations as required by ORS 243.712;

D. Requiring the University to post notice of its violations, by email to its entire workforce through the University's email system, as well as through physical posting in all University workplaces;

E. Requiring the University to pay a civil penalty to GTFF in an amount not to exceed $1,000, pursuant to ORS 243.676(4)(a);

F. Requiring the University to reimburse GTFF's filing fee under ORS 243.672(6);

G. Awarding GTFF reasonable representation costs and attorney fees in accordance with ORS 243.676(2)(d) and/or OAR 115-035-0055;

H. Awarding any other relief deemed just and equitable by the Board.

I certify that the statements in this complaint are true and accurate to the best of my knowledge and belief.

DATED: September 15, 2026.

/s/ Luke Kuzava
Luke Kuzava, OSB No. 182136
Attorney for Complainant

Ex. 1

Gmail **Bargaining 2026 Contract GTFF <gtffbargaining2026@gmail.com>**

GTFF Ground Rules Scheduling

9 messages

Bargaining 2026 Contract GTFF <gtffbargaining2026@gmail.com> Thu, Jan 15, 2026 at 1:48 PM
To: pres@uoregon.edu, cmeade@uoregon.edu, dcurrier@uoregon.edu
Cc: president@gtff.net, bargaining@gtff.net, miched@aft-oregon.org

Good afternoon,

Here are the times we would prefer for our ground rules session:

- Monday 10-3 on 2/9 or 2/16 (any 3 hour block in this window)
- Thursday 11-2 on 2/5, 2/12, or 2/19

Please let us know if one of the above times works for you.

--

Kellen Brosnahan (he/him) **& Amelia Cuomo** (she/her)

Co-chairs

GTFF, AFT Local 3544

Dan Currier <dcurrier@uoregon.edu> Thu, Jan 15, 2026 at 2:54 PM
To: Bargaining 2026 Contract GTFF <gtffbargaining2026@gmail.com>, Chris Meade <cmeade@uoregon.edu>
Cc: president <president@gtff.net>, "bargaining@gtff.net" <bargaining@gtff.net>, "miched@aft-oregon.org" <miched@aft-oregon.org>

Greetings Kellen and Amelia,

Thank you for these dates, we'll be in touch next week. Please note, you can reach out directly to Chris and I, no need to cc the President's Office. All the best for the long weekend ahead!

Warm Regards,

-Dan Currier

Associate Director, Employee & Labor Relations

Office of Human Resources, University of Oregon

dcurrier@uoregon.edu | 541-346-7351

From: Bargaining 2026 Contract GTFF <gtffbargaining2026@gmail.com>
Sent: Thursday, January 15, 2026 1:49 PM
To: Office of the President <pres@uoregon.edu>; Chris Meade <cmeade@uoregon.edu>; Dan Currier <dcurrier@uoregon.edu>
Cc: president <president@gtff.net>; bargaining@gtff.net; miched@aft-oregon.org
Subject: GTFF Ground Rules Scheduling

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[Quoted text hidden]

Bargaining 2026 Contract GTFF <gtffbargaining2026@gmail.com> Fri, Jan 23, 2026 at 11:54 AM
To: Dan Currier <dcurrier@uoregon.edu>
Cc: Chris Meade <cmeade@uoregon.edu>, "bargaining@gtff.net" <bargaining@gtff.net>, "miched@aft-oregon.org" <miched@aft-oregon.org>

Hi Dan,

We are following up on our last email, regarding scheduling the ground rules session. What day and time can we expect to hear back from you with potential meeting dates? Based on your previous email, we were expecting a reply between January 20th and today, January 23rd, but have not heard anything.

Looking forward to getting this meeting scheduled,

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Kellen Brosnahan (he/him) **& Amelia Cuomo** (she/her)

Co-chairs

GTFF, AFT Local 3544

[Quoted text hidden]

Chris Meade <cmeade@uoregon.edu> Mon, Jan 26, 2026 at 9:05 AM

To: Bargaining 2026 Contract GTFF <gtffbargaining2026@gmail.com>, Dan Currier <dcurrier@uoregon.edu>
Cc: "bargaining@gtff.net" <bargaining@gtff.net>, "miched@aft-oregon.org" <miched@aft-oregon.org>

Kellen and Amelia,

My apologies for the delay in getting back to you—it's entirely my fault.

I don't normally meet beforehand to discuss ground rules. Normally, if used at all, they're exchanged via email. I think it would be good to see what you have drafted to know whether a meeting is even necessary. Please pass them along when you have a chance so that we can review.

Thanks,

Chris

From: Bargaining 2026 Contract GTFF <gtffbargaining2026@gmail.com>
Sent: Friday, January 23, 2026 11:55 AM
To: Dan Currier <dcurrier@uoregon.edu>
Cc: Chris Meade <cmeade@uoregon.edu>; bargaining@gtff.net; miched@aft-oregon.org
Subject: Re: GTFF Ground Rules Scheduling

[Quoted text hidden]

Bargaining Team <bargaining@gtff.net> Mon, Feb 2, 2026 at 9:02 AM
To: Chris Meade <cmeade@uoregon.edu>
Cc: Bargaining 2026 Contract GTFF <gtffbargaining2026@gmail.com>, Dan Currier <dcurrier@uoregon.edu>, "miched@aft-oregon.org" <miched@aft-oregon.org>

Hello Chris,

Thanks for getting back to us! Since the ground rules last cycle worked effectively, we would like to propose the same ground rules (with relevant dates updated). Attached is the PDF of the ground rules we approved at our ground rules meeting we held on February 27th, 2023 and the ground rules we are proposing for this cycle for your convenience. We are happy to come to an agreement over email instead of meeting in person! With that in mind, we'd like to get started on scheduling our first session. We'd like to propose the following dates:
Monday 3/2 or 3/9 10-3
Thursday 2/26, 3/5, or 3/12 11-2

We look forward to establishing ground rules and scheduling our first session promptly!
Respectfully,
Chen and Allison
[Quoted text hidden]

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2 attachments

GTFF UO Bargaining Ground Rules_2.2.2026.pdf
72K

GTFF UO Bargaining Ground Rules - 2023.03.13 copy.pdf
284K

Chris Meade <cmeade@uoregon.edu> Wed, Feb 4, 2026 at 5:54 PM
To: Bargaining Team <bargaining@gtff.net>
Cc: Bargaining 2026 Contract GTFF <gtffbargaining2026@gmail.com>, Dan Currier <dcurrier@uoregon.edu>, "miched@aft-oregon.org" <miched@aft-oregon.org>, Jennifer Maynard <jmaynar2@uoregon.edu>

Chen and Allison,

Monday, March 9th works for our team for our first session. While we're still going over the draft ground rules, I can confirm we were able to reserve the Ballroom at the EMU and the room size will accommodate at least 50 people. I'll be in touch soon with a response to the proposed ground rules.

In the meantime, please let me know if you have any questions.

Thanks,

Chris

From: Bargaining Team <bargaining@gtff.net>
Sent: Monday, February 2, 2026 9:02 AM
To: Chris Meade <cmeade@uoregon.edu>
Cc: Bargaining 2026 Contract GTFF <gtffbargaining2026@gmail.com>; Dan Currier <dcurrier@uoregon.edu>; miched@aft-oregon.org
Subject: Re: GTFF Ground Rules Scheduling

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[Quoted text hidden]

Bargaining Team <bargaining@gtff.net> Thu, Feb 5, 2026 at 11:59 AM

To: Chris Meade <cmeade@uoregon.edu>
Cc: Bargaining 2026 Contract GTFF <gtffbargaining2026@gmail.com>, Dan Currier <dcurrier@uoregon.edu>, "miched@aft-oregon.org" <miched@aft-oregon.org>, Jennifer Maynard <jmaynar2@uoregon.edu>

Chris,
The 9th works for us. Within the time block we gave, 12-3pm would be best for the session. Did you get the caucus rooms booked as well?
We look forward to discussing ground rules further as soon as possible!

Thanks,
Chen and Allison
[Quoted text hidden]

Chris Meade <cmeade@uoregon.edu> Tue, Feb 10, 2026 at 4:25 PM
To: Bargaining Team <bargaining@gtff.net>
Cc: Bargaining 2026 Contract GTFF <gtffbargaining2026@gmail.com>, Dan Currier <dcurrier@uoregon.edu>, "miched@aft-oregon.org" <miched@aft-oregon.org>, Jennifer Maynard <jmaynar2@uoregon.edu>

Chen and Allison,

Yes, the 12-3pm time slot works for us. The GTFF's caucus room is the Rogue room.

I'm attaching our response to the proposed ground rules. I worked off of the version you sent, so any changes we've made should be reflected in the Track Changes. You'll see a theme with the proposed changes, which is an interest in having an effective and efficient bargain. Our experience has shown that bargaining tends to be more about the theater of negotiations, at least during the direct bargaining period, and less about substantive discussion. Our proposed changes are designed to limit this as much as possible so that true discussions can take place that will allow us to get to the root of each other's interests as quickly as possible and ultimately to an agreement as quickly as possible.

Happy to answer any questions you may have, and looking forward to seeing you on March 9th.

Thanks,

Chris

From: Bargaining Team <bargaining@gtff.net>
Sent: Thursday, February 5, 2026 11:59 AM
To: Chris Meade <cmeade@uoregon.edu>
Cc: Bargaining 2026 Contract GTFF <gtffbargaining2026@gmail.com>; Dan Currier <dcurrier@uoregon.edu>; miched@aft-oregon.org; Jennifer Maynard <jmaynar2@uoregon.edu>
Subject: Re: GTFF Ground Rules Scheduling

[Quoted text hidden]

GTFF UO Bargaining Ground Rules_2026.02.10.docx
28K

Bargaining Team <bargaining@gtff.net> Fri, Feb 13, 2026 at 12:33 PM
To: Chris Meade <cmeade@uoregon.edu>
Cc: Bargaining 2026 Contract GTFF <gtffbargaining2026@gmail.com>, Dan Currier <dcurrier@uoregon.edu>, "miched@aft-oregon.org" <miched@aft-oregon.org>, Jennifer Maynard <jmaynar2@uoregon.edu>

Chris,
Attached is our second proposal for ground rules. We've highlighted our accepted language in purple. We share an interest in having an effective and efficient bargaining cycle and believe that our proposed ground rules meets everyone's needs. We'll see you at 12 on March 9th!

Chen and Allison
[Quoted text hidden]

UO GTFF Bargaining Ground Rules_2026.02.13.docx
17K

Ex. 2

GRADUATE TEACHING FELLOWS FEDERATION

Bargaining Team <bargaining@gtff.net>

Session Scheduling & Logistics

19 messages

Bargaining 2026 Contract GTFF <gtffbargaining2026@gmail.com> Wed, Mar 18, 2026 at 5:59 PM
To: Bargaining Team <bargaining@gtff.net>, Dan Currier <dcurrier@uoregon.edu>, Chris Meade <cmeade@uoregon.edu>, Miche <miched@aft-oregon.org>, "stafforganizer@gtff.net" <stafforganizer@gtff.net>

Hello,

The meeting time that would work best for us is 10am-2pm every other Friday (or any 3 hour block in that window). To get the ball rolling on bargaining, we would also like to meet twice within the first 3 weeks of Spring term.

Here are two possible schedules for the next 4 sessions that would work for us:

- Week 1 (4/3), Week 3 (4/17), Week 5 (5/1), and Week 7 (5/15)
- Week 2 (4/10), Week 3 (4/17), Week 5 (5/1), and Week 7 (5/15)

Please let us know if the above works for you.

Also, please see the attached proposal regarding session logistics, Trello, etc.

--

Kellen Brosnahan (he/him) **& Amelia Cuomo** (she/her)

Co-chairs

GTFF, AFT Local 3544

2 attachments

The Efficency Proposal.pdf
44K

The Efficency Proposal.docx
8K

Bargaining Team <bargaining@gtff.net> Tue, Mar 24, 2026 at 11:49 AM
To: Bargaining 2026 Contract GTFF <gtffbargaining2026@gmail.com>
Cc: Dan Currier <dcurrier@uoregon.edu>, Chris Meade <cmeade@uoregon.edu>, Miche <miched@aft-oregon.org>, "stafforganizer@gtff.net" <stafforganizer@gtff.net>

Hello everyone!
We wanted to check back in on these requests. When can we expect our next session to be scheduled by?
[Quoted text hidden]

Chris Meade <cmeade@uoregon.edu> Tue, Mar 24, 2026 at 12:06 PM
To: Bargaining Team <bargaining@gtff.net>, Bargaining 2026 Contract GTFF <gtffbargaining2026@gmail.com>
Cc: Dan Currier <dcurrier@uoregon.edu>, Miche <miched@aft-oregon.org>, "stafforganizer@gtff.net" <stafforganizer@gtff.net>

Hey there, a few of us have been out of the office (including myself) so we'll need some more time to try to figure out schedules. I'm hoping to get back to you later this week or early next week. Thanks for your patience.

Chris

From: Bargaining Team <bargaining@gtff.net>
Sent: Tuesday, March 24, 2026 11:49 AM
To: Bargaining 2026 Contract GTFF <gtffbargaining2026@gmail.com>
Cc: Dan Currier <dcurrier@uoregon.edu>; Chris Meade <cmeade@uoregon.edu>; Miche <miched@aft-oregon.org>; stafforganizer@gtff.net
Subject: Re: Session Scheduling & Logistics

This message originated outside the UO email ecosystem.

Report Suspicious

Use caution with links and attachments. Learn more about this email warning tag.

[Quoted text hidden]

Chris Meade <cmeade@uoregon.edu> Tue, Mar 31, 2026 at 10:50 AM
To: Bargaining Team <bargaining@gtff.net>, Bargaining 2026 Contract GTFF <gtffbargaining2026@gmail.com>
Cc: Dan Currier <dcurrier@uoregon.edu>, Miche <miched@aft-oregon.org>, "stafforganizer@gtff.net" <stafforganizer@gtff.net>, Jennifer Maynard <jmaynar2@uoregon.edu>

All,

Thanks again for your patience as we've worked to coordinate schedules. We were able to make one of the below Friday dates work: April 17. We can meet from 12:30 pm – 3:30 pm on that day. We are also available on May 13th from 12:00 pm – 3:00 pm.

I appreciate the proposal, but we won't be able to agree to that. If it's worth a separate discussion regarding the "color coding scheme," please let me know; I'm not sure if I mentioned this in our session or separately over email, but we will be using Track Changes for our proposals.

Please let me know if there are any questions.

Chris

[Quoted text hidden]

Bargaining 2026 Contract GTFF <gtffbargaining2026@gmail.com> Wed, Apr 1, 2026 at 9:18 PM
To: Chris Meade <cmeade@uoregon.edu>
Cc: Bargaining Team <bargaining@gtff.net>, Dan Currier <dcurrier@uoregon.edu>, Miche <miched@aft-oregon.org>, "stafforganizer@gtff.net" <stafforganizer@gtff.net>, Jennifer Maynard <jmaynar2@uoregon.edu>

Hello,

April 17th 12:30pm-3:30pm works for us. Would it be possible to get McKenzie 221 or 229 (the session rooms from last cycle) for that timeslot?

The Wednesday 12pm-3pm timeslot on May 13th unfortunately doesn't work for us. Do you have any availability in the following timeslots?

- Tuesdays 9am-12pm (Dates are 4/28, 5/5, 5/12, 5/19, 5/26)
- Thursdays 1pm-6pm (Dates are 4/30, 5/7, 5/14, 5/21, 5/28)

We have a lot of proposals to get through, so we'd like to meet twice in May if at all possible. We look forward to hearing back soon!

--

Kellen Brosnahan (he/him) **& Amelia Cuomo** (she/her)

Co-chairs

GTFF, AFT Local 3544

PS. Section 10 of Article 35 got lost in an internal merge with Article 27. It was intended to be present in both Article 27 and Article 35. See attached documents for the corrected Article 35.

[Quoted text hidden]

2 attachments

Article 35-Immigration and Customs Enforcement (20260401 GTFF).docx
19K

Article 35-Immigration and Customs Enforcement (20260401 GTFF).pdf
119K

Tali Bitton <stafforganizer@gtff.net> Mon, Apr 6, 2026 at 10:12 AM
To: Bargaining 2026 Contract GTFF <gtffbargaining2026@gmail.com>
Cc: Chris Meade <cmeade@uoregon.edu>, Bargaining Team <bargaining@gtff.net>, Dan Currier <dcurrier@uoregon.edu>, Miche <miched@aft-oregon.org>, Jennifer Maynard <jmaynar2@uoregon.edu>

Hi everyone,

Hope you all enjoyed the weekend.

Chris, I am emailing to confirm a room for the April 17th bargaining session. Is it possible to have this session in MacKenzie 221 or 229? I would appreciate a prompt response.

We will follow up later about the following session's date.

All the best,
Tali

———

Tal-Hi (Tali) Bitton, PhD
Staff Organizer
Graduate Teaching Fellows Federation (GTFF), AFT Local 3544
(541) 344-0832 | www.gtff3544.net
[Quoted text hidden]

Chris Meade <cmeade@uoregon.edu> Tue, Apr 7, 2026 at 8:37 AM
To: Tali Bitton <stafforganizer@gtff.net>, Bargaining 2026 Contract GTFF <gtffbargaining2026@gmail.com>
Cc: Bargaining Team <bargaining@gtff.net>, Dan Currier <dcurrier@uoregon.edu>, Miche <miched@aft-oregon.org>, Jennifer Maynard <jmaynar2@uoregon.edu>

Thanks, Tali. I'm hoping to have an update later today.

Chris

From: Tali Bitton <stafforganizer@gtff.net>
Sent: Monday, April 6, 2026 10:12 AM
To: Bargaining 2026 Contract GTFF <gtffbargaining2026@gmail.com>
Cc: Chris Meade <cmeade@uoregon.edu>; Bargaining Team <bargaining@gtff.net>; Dan Currier <dcurrier@uoregon.edu>; Miche <miched@aft-oregon.org>; Jennifer Maynard <jmaynar2@uoregon.edu>
Subject: Re: Session Scheduling & Logistics

[Quoted text hidden]

Chris Meade <cmeade@uoregon.edu> Tue, Apr 7, 2026 at 1:58 PM
To: Tali Bitton <stafforganizer@gtff.net>, Bargaining 2026 Contract GTFF <gtffbargaining2026@gmail.com>
Cc: Bargaining Team <bargaining@gtff.net>, Dan Currier <dcurrier@uoregon.edu>, Miche <miched@aft-oregon.org>, Jennifer Maynard <jmaynar2@uoregon.edu>

Tali,

It was good to see you and Carver a little earlier today. I wanted to reach out to confirm that we were able to get the Ballroom again for our April 17th session. I think this room works well for both parties since it allows for over 100 people and is accessible for persons with a disability, but please let me know if you have any questions or concerns.

Thanks,

[Quoted text hidden]

Tali Bitton <stafforganizer@gtff.net> Fri, Apr 10, 2026 at 1:09 PM
To: Chris Meade <cmeade@uoregon.edu>
Cc: Bargaining 2026 Contract GTFF <gtffbargaining2026@gmail.com>, Bargaining Team <bargaining@gtff.net>, Dan Currier <dcurrier@uoregon.edu>, Miche <miched@aft-oregon.org>, Jennifer Maynard <jmaynar2@uoregon.edu>

Hi Chris,

Thanks for this follow up. Using the Ballroom for next Friday works for us. It is not our preference for various reasons, which I hope we can discuss in the future. One of those is the lack of table space for attendees to use during the session. Can you have tables set up for the audience to use? Additionally, since there were more people than chairs last time, could the audience seating be increased by at least two rows?

Thanks,
Tali
[Quoted text hidden]

Chris Meade <cmeade@uoregon.edu> Tue, Apr 14, 2026 at 6:41 AM
To: Tali Bitton <stafforganizer@gtff.net>
Cc: Bargaining 2026 Contract GTFF <gtffbargaining2026@gmail.com>, Bargaining Team <bargaining@gtff.net>, Dan Currier <dcurrier@uoregon.edu>, Miche <miched@aft-oregon.org>, Jennifer Maynard <jmaynar2@uoregon.edu>

Tali,

Happy to discuss more either on Friday or separately. Unfortunately, since we added more seats (since there were more people than chairs last time), we won't be able to also add tables.

My understanding is that we've increased seating capacity from 100 to 140, which should be exactly the number of rows you've requested.

Chris

From: Tali Bitton <stafforganizer@gtff.net>
Sent: Friday, April 10, 2026 1:09 PM
To: Chris Meade <cmeade@uoregon.edu>

Cc: Bargaining 2026 Contract GTFF <gtffbargaining2026@gmail.com>; Bargaining Team <bargaining@gtff.net>; Dan Currier <dcurrier@uoregon.edu>; Miche <miched@aft-oregon.org>; Jennifer Maynard <jmaynar2@uoregon.edu>
Subject: Re: Session Scheduling & Logistics

[Quoted text hidden]

Bargaining Team <bargaining@gtff.net> Mon, Apr 27, 2026 at 1:45 PM
To: Chris Meade <cmeade@uoregon.edu>
Cc: Tali Bitton <stafforganizer@gtff.net>, Bargaining 2026 Contract GTFF <gtffbargaining2026@gmail.com>, Dan Currier <dcurrier@uoregon.edu>, Miche <miched@aft-oregon.org>, Jennifer Maynard <jmaynar2@uoregon.edu>

At the last bargaining session you stated that you would get back to us by the end of last week (4/24), but we have not hear back yet. Please give us an update on where you're at with this process by the end of the day.

Allison
[Quoted text hidden]

Chris Meade <cmeade@uoregon.edu> Mon, Apr 27, 2026 at 1:51 PM
To: Bargaining Team <bargaining@gtff.net>
Cc: Tali Bitton <stafforganizer@gtff.net>, Bargaining 2026 Contract GTFF <gtffbargaining2026@gmail.com>, Dan Currier <dcurrier@uoregon.edu>, Miche <miched@aft-oregon.org>, Jennifer Maynard <jmaynar2@uoregon.edu>

Allison,

You're, right—I'm sorry. We can confirm dates on May 7 and May 26. I'll have more details to share when I have a moment.

I'm sorry that I didn't get back to you last week as I said I would.

Chris

Get Outlook for iOS

From: Bargaining Team <bargaining@gtff.net>
Sent: Monday, April 27, 2026 1:45:18 PM
To: Chris Meade <cmeade@uoregon.edu>
Cc: Tali Bitton <stafforganizer@gtff.net>; Bargaining 2026 Contract GTFF <gtffbargaining2026@gmail.com>; Dan Currier <dcurrier@uoregon.edu>; Miche <miched@aft-oregon.org>; Jennifer Maynard <jmaynar2@uoregon.edu>
Subject: Re: Session Scheduling & Logistics

[Quoted text hidden]

Bargaining Team <bargaining@gtff.net> Mon, Apr 27, 2026 at 3:05 PM
To: Chris Meade <cmeade@uoregon.edu>
Cc: Tali Bitton <stafforganizer@gtff.net>, Bargaining 2026 Contract GTFF <gtffbargaining2026@gmail.com>, Dan Currier <dcurrier@uoregon.edu>, Miche <miched@aft-oregon.org>, Jennifer Maynard <jmaynar2@uoregon.edu>



Bargaining Team reacted via Gmail
[Quoted text hidden]

Chris Meade <cmeade@uoregon.edu> Mon, Apr 27, 2026 at 6:58 PM
To: Bargaining Team <bargaining@gtff.net>
Cc: Tali Bitton <stafforganizer@gtff.net>, Bargaining 2026 Contract GTFF <gtffbargaining2026@gmail.com>, Dan Currier <dcurrier@uoregon.edu>, Miche <miched@aft-oregon.org>, Jennifer Maynard <jmaynar2@uoregon.edu>

Good evening,

I'm following up on this email thread to provide more details. Again, my apologies for not responding by the end of last week.

First, as I mentioned we are confirmed for May 7th and May 26th.

For May 7th, we have reserved the Crater Lake room in the EMU, with the session scheduled from 12:30pm – 3:30pm. There will be seating for over 100 people along with some tables for observers.

For May 26th, we have reserved the Redwood room in the EMU, with the session scheduled from 9:30am – 12:30pm. Seating capacity in this room should also be over at least 100 people. We're working on securing tables for this venue as well, however, it does have auditorium seating, as you indicated you prefer, so table space may be limited.

I know that you've asked for McKenzie classrooms for this round of bargaining, but they have not been available. I also have concerns with those spaces, because 1) they are incredibly small for the bargaining teams; 2) we had issues last round with GTFF representatives moving the room setup (despite event setup folks asking that the room setup NOT be moved); and 3) I don't believe the room set up is conducive to a productive conversation.

What I heard last session was that the biggest interest from the GTFF in having auditorium classrooms was because you are used to the technology in those spaces, however, I can assure you that there will be technicians on hand for both sessions for at least one-hour prior to the start of each session to assist with any tech needs. They will also stay throughout the session for any glitches that may arise. If there are other issues that we should consider with respect to the spaces we are bargaining, please let me know.

Feel free to reach out if you have any questions about any of this or if you'd like to discuss further. We've discussed a couple of times how it may be beneficial for both parties to identify a date with which all new proposals shall be submitted; I'd like to propose that we use May 26th for that date.

Chris

From: Bargaining Team <bargaining@gtff.net>
Sent: Monday, April 27, 2026 3:06 PM
To: Chris Meade <cmeade@uoregon.edu>
Cc: Tali Bitton <stafforganizer@gtff.net>; Bargaining 2026 Contract GTFF <gtffbargaining2026@gmail.com>; Dan Currier <dcurrier@uoregon.edu>; Miche <miched@aft-oregon.org>; Jennifer Maynard <jmaynar2@uoregon.edu>
Subject: Re: Session Scheduling & Logistics

[Quoted text hidden]

Bargaining 2026 Contract GTFF <gtffbargaining2026@gmail.com> Wed, Apr 29, 2026 at 11:22 PM
To: Bargaining Team <bargaining@gtff.net>, Miche <miched@aft-oregon.org>, "stafforganizer@gtff.net" <stafforganizer@gtff.net>, Dan Currier <dcurrier@uoregon.edu>, Jennifer Maynard <jmaynar2@uoregon.edu>

Accidentally hit Reply instead of Reply All.

---------- Forwarded message ---------
From: **Bargaining 2026 Contract GTFF** <gtffbargaining2026@gmail.com>
Date: Wed, Apr 29, 2026 at 9:54 PM
Subject: Re: Session Scheduling & Logistics
To: Chris Meade <cmeade@uoregon.edu>

Hello,

Thanks for getting back to us on session dates! We look forward to seeing you May 7th 12:30-3:30 and May 26th 9:30-12:30.

We've attached almost all of our proposals for the articles we opened, and our counterproposal for Article 39. You had mentioned last session that you wanted a more complete picture of our financial asks, and these should be all of them. We're still working internally on a proposed new article concerning the use of AI.

--

Kellen Brosnahan (he/him) **& Amelia Cuomo** (she/her)

Co-chairs

GTFF, AFT Local 3544

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42 attachments

Preamble (20260309 GTFF).docx
13K

Preamble (20260309 GTFF).pdf
90K

Article 3-Union Rights (20260429 GTFF).docx
16K

Article 04- Dues Deduction (20260309 GTFF).docx
15K

Appendix A (20260309 GTFF).docx
17K

Appendix A (20260309 GTFF).pdf
99K

Article 3-Union Rights (20260429 GTFF).pdf
108K

Article 04- Dues Deduction (20260309 GTFF).pdf
99K

ARTICLE 9- Work Agreement & Work Assignment (20260429 GTFF).docx
21K

Article 10-Workplace Health, Safety, & Environment (20260429 GTFF).pdf
151K

Article 10-Workplace Health, Safety, & Environment (20260429 GTFF).docx
27K

ARTICLE 9- Work Agreement & Work Assignment (20260429 GTFF).pdf
138K

Article 15- Arbitration (20260309 GTFF).docx
17K

Article 16- Discipline and Discharge (20260309 GTFF).docx
19K

Article 13- Grievances (20260309 GTFF).pdf
134K

Article 15- Arbitration (20260309 GTFF).pdf
118K

Article 17- Appointment & Reappointments (20260309 GTFF).docx
18K

Article 16- Discipline and Discharge (20260309 GTFF).pdf
125K

Article 17- Appointment & Reappointments (20260309 GTFF).pdf
119K

Article 13- Grievances (20260309 GTFF).docx
22K

Article 19-Summer (20260429 GTFF).docx
17K

Article 21- Layoff (20260309 GTFF).docx
16K

Article 21- Layoff (20260309 GTFF).pdf
101K

Article 19-Summer (20260429 GTFF).pdf
112K

Article 22-Salary (20260429 GTFF).docx
26K

Article 22-Salary (20260429 GTFF).pdf
140K

Article 23- Tuition Waiver & Fees (20260309 GTFF).pdf
123K

Article 23- Tuition Waiver & Fees (20260309 GTFF).docx
15K

Article 28- Expense Reimbursement (20260309 GTFF).docx
13K

Article 30- The Graduate Assistance Fund (20260429 GTFF).docx
18K

Article 29- Paid and Unpaid Absences (20260422 GTFF).docx
24K

Article 28- Expense Reimbursement (20260309 GTFF).pdf
94K

Article 29- Paid and Unpaid Absences (20260422 GTFF).pdf
145K

Article 30- The Graduate Assistance Fund (20260429 GTFF).pdf
118K

Article 39-Printing and Distribution of the Contract (20260318 GTFF).docx
13K

Article 39-Printing and Distribution of the Contract (20260318 GTFF).pdf
80K

Article 45-Term of Agreement (20260429 GTFF).docx
13K

Article XX- Research Assistants (20260309 GTFF).docx
15K

Article 44- Definitions (20260429 GTFF).docx
15K

Article 45-Term of Agreement (20260429 GTFF).pdf
81K

Article 44- Definitions (20260429 GTFF).pdf
116K

Article XX- Research Assistants (20260309 GTFF).pdf
101K

Bargaining 2026 Contract GTFF <gtffbargaining2026@gmail.com> Tue, May 5, 2026 at 11:55 AM
To: Bargaining Team <bargaining@gtff.net>, Miche <miched@aft-oregon.org>, "stafforganizer@gtff.net" <stafforganizer@gtff.net>, Dan Currier <dcurrier@uoregon.edu>, Jennifer Maynard <jmaynar2@uoregon.edu>, Chris Meade <cmeade@uoregon.edu>

Hello,

We would propose June 5th, 2026 (last day of classes) as the deadline to submit new proposals. We're still working on our AI article, so we'd like a bit more flexibility.

--

Kellen Brosnahan (he/him) **& Amelia Cuomo** (she/her)

Co-chairs

GTFF, AFT Local 3544

[Quoted text hidden]

Chris Meade <cmeade@uoregon.edu> Tue, May 5, 2026 at 1:39 PM
To: Bargaining 2026 Contract GTFF <gtffbargaining2026@gmail.com>, Bargaining Team <bargaining@gtff.net>, Miche <miched@aft-oregon.org>, "stafforganizer@gtff.net" <stafforganizer@gtff.net>, Dan Currier <dcurrier@uoregon.edu>, Jennifer Maynard <jmaynar2@uoregon.edu>

Thank you, and also thanks for the proposals you've sent over. We are comfortable agreeing to the June 5th, 2026 date as the deadline to submit new proposals.

Thanks again, and I'll see you on Thursday.

Chris

From: Bargaining 2026 Contract GTFF <gtffbargaining2026@gmail.com>
Sent: Tuesday, May 5, 2026 11:56 AM
To: Bargaining Team <bargaining@gtff.net>; Miche <miched@aft-oregon.org>; stafforganizer@gtff.net; Dan Currier <dcurrier@uoregon.edu>; Jennifer Maynard <jmaynar2@uoregon.edu>; Chris Meade <cmeade@uoregon.edu>
Subject: Re: Session Scheduling & Logistics

[Quoted text hidden]

Bargaining 2026 Contract GTFF <gtffbargaining2026@gmail.com> Fri, Jun 5, 2026 at 2:20 PM
To: Chris Meade <cmeade@uoregon.edu>
Cc: Bargaining Team <bargaining@gtff.net>, Miche <miched@aft-oregon.org>, "stafforganizer@gtff.net" <stafforganizer@gtff.net>, Dan Currier <dcurrier@uoregon.edu>, Jennifer Maynard <jmaynar2@uoregon.edu>

Hi all,

Attached to this email is a proposal for the final article we plan to open/create. As we discussed previously, today at 5pm is the deadline for opening new articles, and after this article we don't expect to open any new ones or propose any new ones.

We would also like to set up a couple meetings for June. Some dates and times that work for us are: Wednesday, June 10, 17, or 24, Tuesday, June 9, 16, 23, or 30, and Friday, June 12, 19, or 26. Please let us know if any of these days work for you!

--

Amelia Cuomo (she/her) **& Kellen Brosnahan** (he/him)

Co-chairs

GTFF, AFT Local 3544

[Quoted text hidden]

2 attachments

Article XXX- Artificial Intelligence (20260605 GTFF).docx
14K

Article XXX-Artificial Intelligence (20260605 GTFF).pdf
41K

Chris Meade <cmeade@uoregon.edu> Fri, Jun 5, 2026 at 3:32 PM
To: Bargaining 2026 Contract GTFF <gtffbargaining2026@gmail.com>
Cc: Bargaining Team <bargaining@gtff.net>, Miche <miched@aft-oregon.org>, "stafforganizer@gtff.net" <stafforganizer@gtff.net>, Dan Currier <dcurrier@uoregon.edu>, Jennifer Maynard <jmaynar2@uoregon.edu>

All,

Attached you will find our remaining initial proposals. As you've indicated, today is the last day to propose new articles or initial proposals. We'll look at the dates you've proposed and get back to you, and we can discuss these more at an upcoming session, but let us know if you have any questions in the meantime.

Thanks,

Chris

From: Bargaining 2026 Contract GTFF <gtffbargaining2026@gmail.com>
Sent: Friday, June 5, 2026 2:20 PM
To: Chris Meade <cmeade@uoregon.edu>
Cc: Bargaining Team <bargaining@gtff.net>; Miche <miched@aft-oregon.org>; stafforganizer@gtff.net; Dan

Currier <dcurrier@uoregon.edu>; Jennifer Maynard <jmaynar2@uoregon.edu>
Subject: Re: Session Scheduling & Logistics

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24 attachments

Article 30 - 2026.06.05 - UO - The Graduate Student Assistance Fund.docx
31K

Article 30 - 2026.06.05 - UO - The Graduate Student Assista.pdf
200K

Article 24 - 2026.06.05 - UO - Health Insurance.docx
34K

Article 24 - 2026.06.05 - UO - Health Insurance.pdf
442K

Article 45 - 2026.06.05 - UO - Term of Agreement.docx
32K

Article 33 - 2026.06.05 - UO - Library Privileges.docx
26K

Article 30 - 2026.06.05 - UO - The Graduate Student Assistance Fund.docx
31K

Article 29 - 2026.06.05 - UO - Paid and Unpaid Absences.docx
45K

Article 26 - 2026.06.05 - UO - Caregiving Support.docx
29K

Article 23 - 2026.06.05 - UO - Tuition Waiver and Fees.docx
30K

Article 22 - 2026.06.05 - UO - Salary.docx
40K

Article 13 - 2026.06.05 - UO - Grievances.docx
36K

Article 04 - 2026.06.05 - UO - Dues Deduction.docx
32K

Article 03 - 2026.06.05 - UO - Union Rights.docx
32K

Article 45 - 2026.06.05 - UO - Term of Agreement.pdf
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