



Coalition of Graduate Employees

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May 30, 2019

Ed Feser
Provost
122 Kerr Administration Building

RE: Violations of CBA Due to Responsibility Centered Management (RCM) Model

On January 16, 2019 Provost Ed Feser and Vice President for Finance and Administration Mike Green issued a statement to Oregon State University faculty and staff concerning anticipated budget cuts reflecting a clear shift toward a Responsibility Centered Management (RCM) model approach to administrative organization. This statement in itself failed to comply with Article 4, Section 2 of our Collective Bargaining Agreement (CBA) wherein the university is obligated to formally notify our union of university policy changes which will impact provisions within the CBA. As the statement omitted graduate employees and CGE specifically, it does not conform with this section of the CBA.

In addition to this violation, the move toward a RCM model and pending budget cuts unilaterally made by OSU will create the following grievances and violations of our CBA:

- **Article 1- Parties to the Agreement:** The RCM model in itself places responsibility for conforming to provisions within our CBA upon individual department units instead of central OSU. CGE does not negotiate with departments, we negotiate with OSU and the “parties to the agreement” clearly states this basic fact.
- **Article 4- Complete Agreement, Section 2:** The RCM budget model violates the stipulation that university management policies and practices do not conflict with provisions in the CBA. Additionally, the university failed to notify CGE of the changes they planned to make prior to their implementation.
- **Article 9- Appointments, Sections 1 & 4:** Graduate employee guarantees of funding for an academic year are being severed without cause. The RCM model will undermine colleges’ and departments’ ability to guarantee funding for an academic year due to arbitrary budget cuts, which happen *prior* to the realization of revenue. Additionally the provision on *priority*, wherein returning graduate employees at OSU are given priority in access to funding opportunities will be negated by the logical desire for employing units



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to recruit cheaper graduate student workers at a base salary than those returning with guarantees of higher stipends.

- **Article 11- Salary, Section 3:** Employment workloads have increased under this RCM model, as classroom sizes have increased and in some cases (such as in Public Health) have doubled within the year. Such additional workload has not been paired with equal increases in FTE hours or compensation. This trend is noticeably worsening, and will have the anticipated consequence of eliminating interdisciplinary programs that cannot meet the extraordinarily high classroom size minimums that are now becoming the new norm. In sum, smaller classrooms will disappear altogether and GTAs will not receive additional support in funding or assistance with large classroom sizes.
- **Article 12- Tuition Waiver, Section 2:** Failure to provide departments with funds necessary to cover tuition remission for Extended Campus (E-Campus) courses. This violation has already occurred numerous times and is expected to increase.
- **Article 14- Layoff:** Multiple programs are being arbitrarily suspended without cause. This includes Molecular & Cellular Biology, which will not exist as a program anymore, and includes the shrinking of multiple departments including in the School of Writing, Literature, and Film; Women, Gender, and Sexuality Studies; and Applied Anthropology (but is not limited to these departments and programs). Predictably, cuts in these areas disproportionately impacts curriculum which promotes values of social justice and inclusion, and specifically undermines funding toward multiple diversity initiatives OSU claims to prioritize. This includes cuts in the Diversity & Cultural Engagement funding opportunities, which has clear consequences for the success of DCE's initiatives.
- **Article 24- Non-Discrimination:** Departments throughout the university are suspending their diversity in hiring initiatives because of pending budget cuts as a result of the RCM model. These efforts ensure diverse and inclusive hiring practices will not be realized, which will then have the obvious effect of replicating existing demographics at OSU where graduate employees of color along with faculty of color are the clear minority. Additionally, disproportionate emphasis in recruiting incoming graduate students will be placed on those potential students producing their own funding meaning that the recruitment of low-income people or potential graduate students unable to access NSF/NIH support will not be given priority in recruitment to OSU.

All of the above grievances and violations are a direct result of OSU's RCM budget model. As a resolution, the Coalition of Graduate Employees requires the following:



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- Provost Ed Feser implement an immediate organizational move away from the current RCM model adopted by OSU to a model that conforms with contractual obligations for central OSU to comply and implement provisions of our CBA; not individual departments.
- Provost Ed Feser and VP for Finance and Administration Mike Green undergo mandatory training on the provisions of our CBA by officers of the Union as it is clear they have failed to understand or read the contract in its entirety.
- All eCampus tuition waivers be charged to central OSU instead of individual colleges and departments.
- Provost Feser and VP for Finance and Administration Green create a detailed plan to ensure all university resources are allocated equitably across colleges, and make this plan publically available to CGE.
- Provisions on advance notice of no less than 30 days for appointment be audited by central OSU and enforced in areas where notifications are lacking.
- A reduction in minimum classroom sizes to ensure that all colleges and departments can provide quality educational courses with funding opportunities for GTAs, especially those in interdisciplinary programs.
- All tuition waivers be charged to central OSU instead of individual PIs, colleges, and departments.
- Reductions in the pay scales of the highest earners at OSU prior to any arbitrary budget cuts.

The Coalition of Graduate Employees is filing this with you as a Step 2 Grievance pursuant to Article 18, Section 2 for failing to comply with provisions outlined in Articles 1, 4, 9, 11, 12, 14, and 24 of the CBA.

As it is always CGE's preference to resolve grievances in an amicable way, our nine officer Executive Council, seventy-person Steward Council, and one thousand one hundred plus members will gladly meet with you to discuss these grievances. We ask too that any official response by university representatives to this collective grievance be directed to the noted email addresses in the signature.

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