



UNIVERSITY OF OREGON



To Our Classified Employees and their Supervisors:

Four years ago, under the direction of the Chancellor's Office of the Oregon University System, Oregon's Public Universities began a project to redesign the classification system for classified employees represented by SEIU Local 503 ("SEIU"). The need for the project was a result of an antiquated State system that was out-of-sync with best practices and trends in classification and compensation management in general, and did not reflect the current work within the Universities. Moreover, the classification system, with limited exceptions, did not recognize performance that exceeds the expectations of one's job.

The Classification Compensation Advisory Committee ("CCAC"), a committee of representatives from the Universities and SEIU, led the project with the assistance of an outside classification and compensation consultant. The purpose of the project was to support the recruitment, retention, and advancement of a well-qualified workforce. Through online surveys, interviews and focus groups of classified employees and supervisors at all Universities, research on best practices in university classification and compensation across the nation, the CCAC approved the broad based classification system recommended by the consultant. In so doing, the system was to be supported by a pay structure that identified pay rates and progression based on competency, performance, and skill enhancement.

The broad based classification system defines classification specifications within a particular job family and reflects the essential duties and responsibilities performed by employees in each classification. Such a system facilitates flexibility in the assignment of duties to individual employees within the classification, and makes career advancement paths more apparent. The CCAC modified the current 274 classifications into 88 new classifications in 16 job families, and developed and approved the distinguishing characteristics, essential duties, and typical qualifications for those 88 classifications. The CCAC then approved an appeals process by which employees could appeal a University's allocation of their classification and competency level.

In June of 2014, allocation to the new classification system was delayed until 2016 because historic university governance changes stretched the Universities extremely thin and departments responsible for allocation into the new system were simply lacking the resources required to insure a smooth allocation and transition to the new system.

In December of 2015, anticipating an allocation to begin in early 2016, the Universities' side of the CCAC advised SEIU that the undersigned tentatively approved full implementation of the new classification system provided that the SEIU side of CCAC

agreed to a compensation structure that would then be used as the agreed-upon model for each bargaining team (Universities and SEIU) to negotiate compensation during the 2017 reopener negotiations. The Universities believed that working together in advance of the reopener negotiations would allow for more efficient negotiations in 2017. SEIU rejected this idea; instead, SEIU wishes to negotiate the compensation structure during the reopener negotiations.

We want to respect SEIU's wishes to wait until reopener negotiations to negotiate a compensation structure. As a result, it is our decision to begin the allocation to the new classification system after a compensation structure is agreed-upon in reopener negotiations. While initially we believed allocation should occur regardless of agreement on the compensation structure, upon reflection it is best to continue working with SEIU towards agreement before any allocation occurs.

We owe a debt of gratitude to the University and SEIU members of the CCAC who have spent countless hours leading and working on this project. For without their time and effort we would not be in a place to improve our classification system. We look forward to reaching agreement with SEIU during reopener negotiations and moving forward with allocations to the new classification system in late 2017 or early 2018.

For your information, this letter, as well as documents relating to the classification and compensation study may be found at:

<https://usse-oregon.org/labor-relations/classification-compensation-study>

Respectfully,



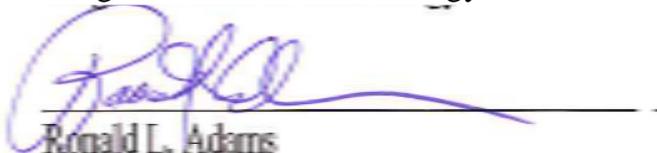
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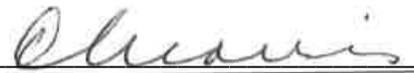
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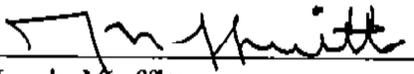
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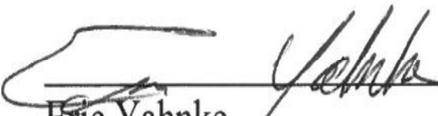
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