

**2026 OPU/SEIU NEGOTIATIONS  
GROUND RULES**

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**1. Parties.** This Agreement is between SEIU Local 503, OPEU (Union) and the Oregon Public Universities (OPU): Eastern Oregon University (EOU), Oregon Institute of Technology (OIT), Oregon State University (OSU), Portland State University (PSU), Southern Oregon University (SOU), University of Oregon (UO), and Western Oregon University (WOU), individually referred to as the University or collectively referred to as the Universities. The Union and the Universities are collectively referred to as the Parties.

**2. Purpose/Scope.** The purpose of this Agreement is to establish ground rules for the 2026 OPU/SEIU negotiations as outlined in Article 4, Section 2 of the parties’ 2022-26 Collective Bargaining Agreement (CBA). These ground rules may be modified only by mutual written agreement of the Parties.

**3. Bargaining Teams.** Each Party’s bargaining team shall be limited to ten (10) table representatives, including a Lead Negotiator who shall be the only individual that can bind their respective Party. Prior to the first meeting to review proposals, each party will provide a written statement authorizing and naming those designated on their respective bargaining teams, and any alternates, who are empowered to bargain to conclusion on all matters to be included in a collective bargaining agreement between the Parties. A Party’s Lead Negotiator may make a substitution in bargaining team members or alternates by providing written notice to the other Party’s Lead Negotiator and, unless in extenuating circumstances, to provide the notice at least three (3) calendar days prior to the start of a negotiation session. Other University or Union staff attending scheduled negotiation sessions to present on a subject may attend in person and/or via a virtual platform, subject to prior notification and Section 7, below, if applicable, by the Party’s Lead Negotiator; otherwise, access shall be limited to bargaining team members and alternates only, unless mutually agreed.

**4. Initial Proposal Exchange/Commencement of Negotiations.** The Parties agree to exchange a list of Articles and Letters of Agreement from the 2022-2026 Collective Bargaining Agreement they wish to open during these negotiations. Such list shall also include any new issues

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31 it wishes to propose as an Article or Letter of Agreement. This exchange will occur between the  
32 Lead Negotiators by electronic mail no later than 5:00 p.m. on February 13, 2026. No proposals  
33 shall be made on Articles, Letters of Agreement, or issues not identified in the February 13  
34 exchange, unless required for the exchange of counter proposals or as mutually agreed by the  
35 Parties. February 1, 2026 shall be the start of the 150 days for good faith negotiations as provided  
36 in ORS 243.712. The Parties shall complete the submission of initial proposals on those Articles,  
37 Letters of Agreements, or issues identified in the February 13 exchange by no later than May 14,  
38 2026. Subsequent to this exchange, no new issues may be presented except as required for the  
39 exchange of counter proposals or as mutually agreed by the Parties.

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41 **5. Continuation of Article Provisions.** Articles or Letters of Agreement not opened by an  
42 initial proposal from either Party on or before the deadlines for submitting proposals, as provided  
43 in Section 4, above, or opened but for which no proposals have been made prior to the deadlines  
44 set forth in Section 4, above, shall continue as current contract language unless opened by mutual  
45 agreement of the parties.

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47 **6. Negotiation Sessions.** Negotiation sessions will generally be scheduled for two  
48 consecutive days of in-person meetings at or near the following locations: EOU, OIT, OSU, PSU;  
49 SOU; WOU; UO; or, SEIU Local 503. At least two of the bargaining sessions shall occur at other  
50 University locations located outside the Willamette Valley and at least one of these shall occur at  
51 EOU, OIT, or SOU. While all bargaining team members will strive to attend meetings in-person  
52 whenever possible, if a member (or alternate) of a Party’s bargaining team is unable to attend in-  
53 person, they may attend via a virtual platform (see section 7, below). In these situations, online  
54 attendance is equal to in-person attendance. The host University shall be responsible for ensuring  
55 suitable room arrangements, including audio/video technology and virtual capability/access, for  
56 negotiations and team caucuses when negotiations are scheduled at a University and the Union’s  
57 Lead Negotiator shall be responsible for making these arrangements when negotiations are  
58 scheduled at a SEIU Local 503 office. Each Party is responsible for providing meals and  
59 refreshments for its team members. The Lead Negotiators for each negotiating team shall, by  
60 mutual agreement, determine the bargaining schedule, which will include dates, times and

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61 locations, and the agenda for each negotiation session.

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63 **7. Virtual Negotiations.** In the event the Parties agree to a virtual negotiation session or if  
64 any bargaining team member identified in Section 3, above must attend negotiations virtually, the  
65 platform upon which virtual attendance is to occur and who shall distribute the link to the platform  
66 shall be agreed upon by the Lead Negotiators. The designated Lead Negotiator shall send the  
67 platform link to the other Party’s Lead Negotiator at least twenty-four (24) hours in advance of the  
68 negotiating session. The platform’s “chat” feature shall be disabled. Each Party’s Lead Negotiator  
69 is responsible for establishing their respective caucus rooms (i.e., caucus link) and distributing  
70 both the caucus and platform links to the individuals authorized in Section 3, above. Bargaining  
71 team members attending virtually shall have their camera on at all times during the negotiation  
72 session and microphone muted unless speaking. All others listed in Section 3, above, shall have  
73 their camera and microphones off at all times during the negotiation session unless speaking.

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75 **8. Negotiation Observers.** Bargaining unit members, university employees, and union staff  
76 may observe non-mediated negotiation sessions in person. Bargaining unit members, university  
77 employees, and union staff may also virtually observe non-mediated negotiation sessions. Either  
78 party may call to close virtual observation of a session, except sessions for the opening statements,  
79 passage of initial proposals, and salary selective presentations must remain open for virtual  
80 observation. The intent is that the majority of sessions will remain open.

81

82 **9. Code of Conduct.** Conduct during negotiation sessions shall be professional and in  
83 keeping with that expected of members of the university community and will include respect and  
84 sensitivity to the needs of others to speak and to orientate themselves to the issues of the session.  
85 Conduct also includes promptness to sessions and respect for the negotiations process (e.g.,  
86 cancellation of meetings or when leaving a session). Individuals in attendance at negotiating  
87 sessions shall comply with this Code. Violations shall be addressed by the respective Lead  
88 Negotiator should they occur.

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90 **10. Release Time.** Union bargaining team members shall be granted reasonable paid release

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91 time, including travel, in accordance with Article 14, Section 2. Reasonable travel time is defined  
92 as normal time needed to drive from the employee's university to the location where the  
93 meetings/sessions are being held. Where the bargaining team member reasonably believes they  
94 may need additional release time for travel, they will work with the University bargaining team  
95 member from their school to obtain authorization for the additional release time. In addition,  
96 subject to the University's prior approval, the University agrees to grant leave without pay or, at  
97 the employee's discretion, vacation, personal leave days, and/or exchange time or compensatory  
98 time off as appropriate, to additional employees who the Union determines are necessary to attend  
99 negotiations.

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101 **11. Salary Selective Presentations.** The Union will submit to the Universities a list of  
102 classifications, if any, in which it seeks selective salary increases in accordance with Article 21,  
103 Section 3 of the CBA and present selective proposals at the bargaining table no later than May 14,  
104 2026.

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106 **12. Status and Record of Meetings.** Each Party may keep session notes as preferred. All  
107 negotiation sessions shall be held in executive session. Executive Session shall include all those in  
108 attendance as per Section 3 and 8, above. Session notes will be considered working papers, not  
109 public records. No audio or visual recordings will be made of any negotiation sessions by any  
110 individual, except as mutually agreed. Neither Party shall engage in social media communications  
111 while at the negotiating table nor directly quote individual members of the other bargaining team  
112 by name, title, or university, in social media, web based, or other communications. It is not a  
113 violation of these ground rules to attribute a position to the other bargaining team, or to describe  
114 or paraphrase either team's statements without quoting by name.

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116 **13. Proposals and Tentative Agreements.** For each proposal presented the Party presenting  
117 the proposal shall provide one (1) electronic copy to the other Party's Lead Negotiator. The Parties  
118 agree that proposals made by either Party in one bargaining session (i.e. one- or two-days of  
119 bargaining) shall receive a response from the other Party no later than at the beginning of the next  
120 bargaining session. Acknowledgement of receipt of the proposal or proposals shall constitute a

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121 sufficient response, and a failure to respond to the proposal or proposals shall not constitute an  
122 unfair labor practice. The Parties may reach tentative agreement on proposals individually, in  
123 groups, or in packages, subject to complete agreement and ratification. Such tentative agreements  
124 shall be established only by the dated initials of the Lead Negotiator of both Parties. Tentative  
125 agreements are binding unless reopened by mutual agreement, or to discuss modifications in order  
126 to conform to changes in other Articles-or Letters of Agreement.

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128 **14. Agreement/Execution Date.** The execution date for the Agreement and all its provisions  
129 shall be in accord with the specific terms as agreed upon by the Parties.

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131 **15. Agreement and Ratification.** Each Party intends to reach a final agreement which each  
132 will recommend for ratification.

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134 **For: SEIU Local 503, OPEU**

**For: Oregon Public Universities**

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<u><i>Lesley Adams</i></u> <small>Lesley Adams (Feb 13, 2026 15:54:03 PST)</small>	13-Feb-2026	<u><i>Brian Caufield</i></u> <small>Brian Caufield (Feb 14, 2026 11:01:09 PST)</small>	14-Feb-2026
<b>Lesley Adams</b>	<b>Date</b>	<b>Brian Caufield</b>	<b>Date</b>
<b>Lead Negotiator</b>		<b>Lead Negotiator</b>	

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