



April 8, 2021

Sent via USPS Certified Mail and Email

Dr. Nagi Naganathan, President  
Oregon Institute of Technology  
3201 Campus Drive  
Klamath Falls, OR 97601

Brian Caufield, Labor Relations Director  
University Shared Services Enterprise  
1600 SW Western Blvd, Ste 250  
Corvallis, OR 97333

Hon. Adam Rhynard, Chair  
Employment Relations Board  
Old Garfield School Building  
528 Cottage St NE, Suite 400  
Salem, OR 97301-3807

**RE: Notice of Intent to Strike by OT-AAUP Pursuant to ORS 243.726 and OAR 115-040-0018**

Pursuant to ORS 243.726, Oregon Tech American Association of University Professors (hereinafter "Association") hereby provides official notice of our intent to call a lawful strike on behalf of Association bargaining unit members who are employees of Oregon Institute of Technology (hereinafter "Administration"). The strike will commence on April 26, 2021 at 6:00 a.m., at which time all Oregon Tech faculty represented by the Association will completely cease performance of any of their employment obligations to Oregon Tech.

The Association intends to strike because of lack of agreement on the following issues:

1. the Association's right to information about bargaining unit members;
2. fixed-term faculty rights to notice that their contract has not been renewed and the reasons for the non-renewal;
3. employee rights with respect to discipline (progressive discipline, pay during administrative leave, union representation);
4. professional development funds;
5. faculty rights to notice of elimination of their positions and the reasons for their separation;
6. the percentage of insurance premiums borne by employees;
7. direct and indirect monetary benefits that shall be provided to bargaining unit members, including salary and overload pay;
8. employee workload;
9. the duration of the collective bargaining agreement.

Negotiations have been continuous from December 2019 to date. During this period of time, the Association has participated in numerous negotiation and mediation sessions in its effort to reach a fair

agreement with the Administration. The Association believes it has no choice at this time but to exercise its right to a lawful strike in order to induce the Administration to agree to a fair settlement.

Though it is our intent to strike beginning April 26, 2021, we reserve the right to withdraw this strike notice should our plans change, and we hope that the Administration will offer a proposal that respects the work of faculty so that a strike can be averted. We are committed to continuing to bargain in good faith on the scheduled bargaining dates of April 13 and 15 and other dates as necessary.

The Association intends to engage in a lawful strike. Therefore, if the Administration knows of any reason why this would not be a lawful strike, we request that the Administration notify the Association immediately.

Sincerely,



Sean St. Clair  
President  
Oregon Tech AAUP

cc: Steve Irvin, Mediator, State of Oregon