

**Article \_\_\_: Recognition**

Oregon Tech recognizes the Association as the sole and exclusive bargaining representative of tenure and tenure-track employees who receive an academic year appointment of at least .50 FTE or greater and hold an academic rank of Professor, Associate Professor, Assistant Professor, as well as non-tenure track employees who receive an academic year appointment of at least .50 FTE or greater and hold the academic rank of Instructor.

Excluded from the above are all other employees of Oregon Tech. Examples of this exclusion include, but are not limited to, excluding are classified, unclassified, confidential and supervisory employees, and faculty who are in administrative positions without a reasonable expectation of teaching, research, or other scholarly accomplishments including, but not limited to a President, Vice President, Provost, Vice Provost, Associate Provost, Associate Vice Provost, Dean, Associate Dean, Assistant Dean, Chair, and all other employees employed by Oregon Tech.

\*Oregon Tech reserves the right to add to, modify, or amend proposals during the course of negotiations.