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3 **OPENING STATEMENT**
4 **FOR NEGOTIATIONS BETWEEN**
5 **OREGON STATE UNIVERSITY**
6 **AND**
7 **COALITION OF GRADUATE EMPLOYEES**
8 **2023-2024**

9 As CGE has indicated intent to decline ground rules, OSU is willing to proceed in good faith
10 without ground rules so that we can move to active bargaining.

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12 First, OSU declines Zoom, livestreaming, or any form of audio, video or photographic
13 recording and reiterates that at no point has OSU agreed to such terms. OSU did agree
14 at the table during ground rules discussions on September 19, that we would be willing
15 to allow open in-person observation for in-person negotiation sessions, to the extent of
16 venue capacity, which OSU believed was a concession with the understanding that
17 Zoom/livestreaming would not continue. OSU intends to honor our commitment at the
18 table and agrees to open in-person sessions to bargaining unit members to attend as
19 observers to the extent of location capacity. OSU continues to object to open
20 livestreaming/Zoom/webinar format.

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22 Further, CGE acknowledged in its own bargaining blog on April 21, 2022, that *"for the first*
23 *time in our history, we offered live-streaming of our session to the 70+ members who*
24 *logged in to Zoom."* This language from CGE's own blog clearly indicates the past
25 precedent has always been to decline livestream format except in this one occurrence.

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27 In hopes of re-setting the conversation to facilitate open and collaborative bargaining as
28 we move forward, OSU would like to open with the following statements:

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30 Over the next several months, OSU and CGE have the opportunity to meet together to
31 engage in meaningful dialogue and work toward reaching a mutually beneficial
32 agreement that respects the rights and aspirations of both parties involved. We strongly
33 believe that by collaborating openly and transparently, we can achieve outcomes that not
34 only address the needs of our employees but also ensure the long-term sustainability and
35 success of the University. We understand that labor negotiations can be challenging at
36 times, but we firmly believe that through constructive dialogue, we can find solutions that
37 meet both parties' interests.

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39 Part of navigating constructively includes leading with transparency in our priorities so
40 that the decisions we make at the table are informed by the values we have been
41 delegated to represent at the table. The University's priorities reflect the overarching
42 principles of engagement and values-based leadership that allow the institution to remain
43 in alignment with the 2024-2030 strategic planning initiatives. OSU's principles of
44 bargaining, informed by strategic initiatives and foundational values include:

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- “Increase our excellence by valuing and integrating the diverse lived experiences, perspectives, and viewpoints within Oregon State and the communities we serve.”
- “Continually adapt to and remove barriers and create equitable outcomes for communities denied access to opportunity.”
- “Engage communities the university serves to build mutual and resilient relationships to advance shared goals.”
- “Reckon with injustice in our institutional history and pursue reconciliation through humility and transparency.”

Even with these priorities it is crucial for all of us to acknowledge the economic realities and competitive landscape within which OSU operates.

OSU must manage a number of competing budgetary interests. For instance, while funding from the state has decreased over the last couple of decades, personnel and benefits costs have continued to increase. With OSU obligated to pay for nearly two-thirds of salaries and benefits for university employees without additional state funding. So, we must strike a balance between meeting employee expectations and ensuring the long-term viability of Oregon State University for the success and accessibility of all students.

In the spirit of collaboration, we encourage open and honest communication throughout this negotiation process. We are here to listen to your interests, ask questions to better understand them, and ultimately work with you to find common ground.

We look forward to hearing testimony from your members who are interested in sharing their experiences, and if provided with written copies of that testimony, will gladly take that information into consideration as we caucus and meet with internal stakeholders to inform our positions as we proceed through the bargaining process. Together, we believe we can explore creative solutions that address the interests of both parties and ensure the long-term viability of OSU for the success of all students and employees.