

**FAM/AAUP-AFT to MIAMI UNIVERSITY (COUNTER PROPOSAL) TO FAM/AAUP-AFT**

**November 15~~October 25~~, 2023**

**PURPOSE**

- ~~1. The purpose of this Agreement is to provide these set forth the understanding between the University and the Union as to the terms and conditions of employment, as set forth in Section 4117.08 of the Ohio Revised Code, for members of the bargaining unit with a clear statement of the procedures by which the faculty in the bargaining unit, as set forth in Article \_\_\_\_ [Recognition], and the University administration interact in the academic enterprise.~~
1. The purpose of this agreement is to set forth the understanding between the Union and the University as to the terms and conditions of employment of members of the bargaining unit; to further the mission of the university; to assure fair and reasonable conditions of employment and dispute resolution procedures; and to provide for the participation of both parties in the work of the university.

Miami University and FAM reserve the right to add to, delete from, or modify any proposal herein prior to final agreement. Any withdrawal of a proposal is without prejudice to the University. Any tentative agreements reached between the parties on any proposals shall not become final until (1) the parties have reached final agreement on a full collective bargaining agreement, (2) the Union membership has ratified the full collective bargaining agreement, and (3) the University Board of Trustees has approved the full collective bargaining agreement.

The University also reserves the right to amend or withdraw any proposal that conflicts with pending legislation, including S.B. 83 - Ohio Higher Education Enhancement Act.