

## Article 1 - Preamble

- 1.1 This agreement is entered into between the Board of Directors of the Northwest Regional Education Service District, (the "ESD" or "Board) and the Oregon School Employees Association, AFT Local 6732 ("the Union" ~~or "OSEA"~~) on behalf of OSEA Chapter 101.
- 1.2 Any reference in this Agreement to Bard, ESD, Superintendent, supervisor, administrator, or any other management level position excluded from the bargaining unit shall be interpreted to be a generic reference to the employer and shall not restrict the organizational or delegated rights and prerogatives of the employer.
- 1.3 The intent of this agreement is to set forth and record herein the basic and full agreement between the parties on those matters pertaining to wages, hours, and all other terms and conditions of employment for all personnel included in the bargaining unit.
- 1.4 The ESD and the Union affirm their adherence to the principles of free choice and agree that they shall not discriminate against nor favor any employee covered by this Agreement because of, and individual's perceived or actual race, color, religion, sex, sexual orientation, gender identity, national or ethnic origin, mental or physical disability, pregnancy, familial status, economic status, veterans' status, marital status or age; or by reason of an individual's membership or non-membership status in the Union. ~~In as much as there are various forums for the presentation of a discrimination claim, the provision of this section shall not be subject to the grievance procedure of this Agreement, nor subject to an unfair labor practice complaint for breach of contract.~~  
**Grievances brought under this section may be taken only to Level Three as described in Article 11.3. Any further challenge shall be filed with the appropriate governmental agency or court, under the relevant laws and regulations.**