

**Memorandum of Understanding
between
University of Oregon
and
United Academics of the University of Oregon, AFT/AAUP, AFL-CIO
regarding
Half-Month Pay for September and June**

This Memorandum of Understanding (“MOU”) is entered into by and between University of Oregon (“University”) and United Academics (“Union”), collectively referred to as “the parties.”

WHEREAS, in the collective bargaining agreement between the parties the academic year is defined as “generally, the period from September 16th through the date of commencement the following June.” (Article 47); and

WHEREAS, the parties recognize the work of bargaining unit faculty members in their Fall preparations to begin the academic year in September and the work to conclude the academic year in June; and

WHEREAS, the parties recognize that bargaining unit faculty members must be fairly compensated for such work;

THEREFORE, the parties agree as follows:

Agreement 1. Article 26. Salary shall be amended as follows:

Section 12. Academic Year Appointment Half-Month Pay. Bargaining unit faculty members with academic year appointments (9-month) in positions that are exempt (salaried) will receive a full-half-month salary in September and in June at their respective monthly rate. This Section does not apply to those with otherwise partial-month appointments (i.e., single-term only appointments), those not employed in a respective month, or those who have elected a 12-month pay option.

Agreement 2. Bargaining unit faculty members who meet the criteria in Agreement 1 who did not receive a full-half-month pay in September 2023 will have such difference of pay added to their December 2023 pay or as soon as operationally expedient thereafter.

Agreement 3. This agreement fully resolves any and all grievances related to September 2023 pay.

Knowing and Voluntary. The parties acknowledge that they have carefully read and fully understand the terms of this MOU, and that they are voluntarily entering into this MOU.

Effective Date. The parties agree that this MOU will be effective on the date at which all parties have signed below.

Entire Agreement. The parties' collective bargaining agreement and this MOU represent the parties' entire agreement with respect to the subject matter discussed in this MOU. Except as described in this MOU, there were no inducements or representations leading to the execution of this document.

Disputes. Any disputes arising from the interpretation, implementation, or application of this MOU are subject to the grievance and arbitration provisions of Articles 22 and 23 of the CBA.



For the Union, Mike Urbancic, President



Date



For the University, Janet Woodruff-Borden,
Interim Provost and Executive Vice President



Date



Chris Meade, Director, Employee and Labor Relations

December 12, 2023

Date