

MEMORANDUM OF UNDERSTANDING

This Memorandum of Agreement ("MOU") is entered into by and between United Academics of the University of Oregon, AAUP/AFT, AFL-CIO ("UA") and the University of Oregon ("University"), collectively referred to as "the parties," for the purpose of providing an exception to Article 1 of the current Collective Bargaining Agreement ("CBA") between the parties.

Whereas, Article 1, Recognition, details which faculty members are included within the bargaining unit represented by UA; and

Whereas, the University occasionally employs individuals to perform faculty duties for limited duration; and

Whereas, fulfilling the requirements of the CBA with regard to these limited duration employees is unduly burdensome on the University; and

Whereas, the parties believe that crafting a temporary exception to the recognition language in Article 1 of the CBA allows both parties to assess the impact of the removal of this employee group from the bargaining unit.

NOW THEREFORE, the parties agree to the following:

1. Except as provided below, all faculty holding appointments for six weeks or less are excluded from the UA bargaining unit for the duration of this MOU.
2. The following faculty with appointments for six weeks or less shall not be excluded from the bargaining unit by operation of this MOU:
 1. Faculty holding summer session appointments
 2. Faculty hired to replace striking graduate teaching fellows
3. A faculty member holding multiple short-term appointments goes into the bargaining unit at the point in which they cumulatively have worked more than six weeks in an academic year.

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 on which all parties have signed below.

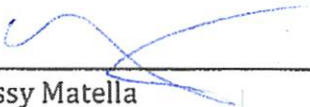
Entire Agreement. The parties agree that this MOU constitutes the entire agreement between the parties on the matters discussed herein. This MOU fully supersedes any and all prior agreements or understandings between them pertaining to the subject matter contained in this MOU. Except as described in this MOU, there were no inducements or representations leading to the execution of this document.

Disputes. Any and all 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 Agreement.

FOR THE EMPLOYER

Scott Pratt
Executive Vice Provost

Date




Missy Matella
Senior Director
Employee and Labor Relations

Date

6/21/18

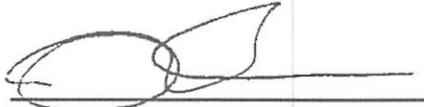
FOR THE UA



Michael Dreiling
President

Date

6-8-18



David Cecil
Executive Director

Date

6-8-18