

Letter of Agreement Contract Extension

University of Oregon and University of Oregon Police Association

This agreement is between the University of Oregon (University) and the University of Oregon Police Association (Association), collectively referred to as the Parties. The Parties agree to extend the terms of the current 2017-2020 collective bargaining agreement between the parties until June 30, 2023 under the following terms.

The Parties agree to resolve the following outstanding grievances in the following manner:

1. The Association agrees to withdraw, and waives its right to re-submit, the Hazard Pay & overtime, denial grievance, which was filed for arbitration on December 4, 2020, and originally submitted as a Step 1 grievance on May 27, 2020.

The Association also agrees to withdraw the S.B., OT grievance, which was filed for arbitration on August 28, 2020, and originally submitted as a Step 1 grievance on January 13, 2020. In exchange, the University will pay grievant Corporal Steven Barrett an amount of \$4,000, the estimated cost of the aforementioned grievance.

The resolution of these grievances will not establish any precedent, nor will these resolutions be used as a basis to seek or justify similar terms in any subsequent situation. The Parties understand and agree that the payment of any sum of money nor resolution of these grievances by the Parties will constitute or be construed as an admission of any wrongdoing or liability whatsoever. This portion of the Agreement resolving the grievances may not be offered, used, or admitted into evidence in any proceeding.

2. The parties further agree that only the specific language in the following articles are revised as follows:

ARTICLE 21 - SALARY

~~Section 1. Salary Increase - Base salaries for all bargaining unit members will be paid based on the step process described in Appendix A of this Agreement.~~

Effective and retroactive to July 1, 2020, all police officer base salaries shall be increased by 1.8%, the equivalent percentage equal to the CPI-W, West Index, for the 12 months ending December 31, 2020.


Effective and retroactive to July 1, 2021, all police officer base salaries shall be increased by 1.8%, the equivalent percentage equal to the CPI-W, West Index, for the 12 months ending December 31, 2020.

Effective July 1, 2022, all police officer base salaries shall be increased by a percentage equal to the CPI-W, West Index, for the 12 months ending December 31, 2021. In no case shall this increase be less than 1.8% or more than 2.9% even if CPI-W is less than or more than this range.

ARTICLE 4 TERM OF AGREEMENT

Section 1. This Agreement shall be effective on the date on which all parties have signed below and expires on June 30, 2023, except where specifically stated otherwise in this agreement.

Section 2. Either party may give written notice during the period of October 15—November 15, 2022, of its desire to negotiate a successor Agreement. Such negotiations shall commence with an exchange of written proposals by the parties no later than February 1, 2023. The agreement shall remain in full force and effect during the period of negotiations and any subsequent impasse proceeding.

 10-3-21

Steven Barrett Date
UOPA President

 10/6/21

Jamie Moffitt Date
VPFA & Chief Financial Officer

 10-3-21

Andrew Johnson Date
UOPA Vice President

 10/1/21

Chris Meade Date
Sr. Associate Director ELR

 10-04-21

Christopher Waggoner Date
UOPA Secretary