

MEMORANDUM OF UNDERSTANDING
BETWEEN
UNIVERSITY OF OREGON
AND
UNITED ACADEMICS OF THE UNIVERSITY OF OREGON. AFT/AAUP, AFL-CIO

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."

RECITALS:

WHEREAS, The Parties agree that the collective bargaining agreement states that only certain classifications of faculty are eligible for the 2019 and 2020 salary increases; and

WHEREAS, There has been confusion regarding statements in individual faculty member's tenure reduction agreements and their eligibility for the 2019 and 2020 increases.

NOW THEREFORE, the parties agree to the following:

1. Retired faculty members are only entitled to those salary increases applicable to the Retired classification.
2. Despite that general rule, faculty who have: (i) signed up for the tenure reduction program (TRP); (ii) are retired (i.e. have entered into their "600" hours); and (iii) have independent TRP agreements that state that they will receive across the board increase will receive across the board increases applicable to Career NTTF faculty. In 2019, that increase will be applied retroactively to January 1, 2019; and
3. Nothing about this agreement grants Retired faculty members other Career NTTF rights or otherwise means they fall into the Career NTTF classification.

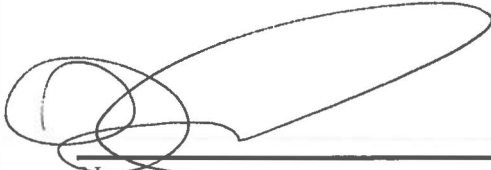
Knowing and Voluntary. The parties acknowledge that they have carefully read and fully understand the terms of this MOU, and that they are voluntarily entering into this MOU.

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' collective bargaining agreement (CBA) 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. Except as set forth above, the CBA remains in full force and effect.

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

FOR THE UNION:



4-11-19

Name

Date

FOR THE UNIVERSITY:



4-11-19

Name

Date

Joyant R. Baner

April 15, 2019

Name

Date