

**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 University and Union have a shared goal of supporting members of the campus community with family responsibilities;

WHEREAS, the Union and University agreed during the course of bargaining for the 2015-2018 collective bargaining agreement that a Tenure-Track or Career NTFF may take leave following the birth or adoption of a child as provided by the Family Medical Leave Act (FMLA) and the Oregon Family Leave Act (OFLA); and

WHEREAS, Article 32, Section 12 of the collective bargaining agreement between the parties states "a Tenure-Track or Career NTFF faculty member who is eligible for leave under the FMLA or OFLA also has the option, within six months after the birth or adoption of a child, to take up to one term of modified duties at full pay status;" and

WHEREAS, the parties agree to the following modifications to that provision:

AGREEMENT:

1. If a Tenure-Track or Career NTFF elects to take one term of modified duties, the six-month time-frame following the birth or adoption of a child will be tolled during the summer break.

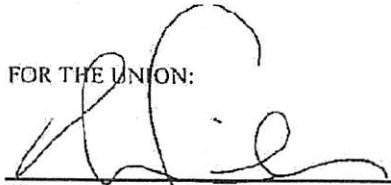
Knowing and Voluntary. The parties acknowledge that they have carefully read and fully understand the terms of this MOU, and that they are voluntarily entering into this MOU.

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.

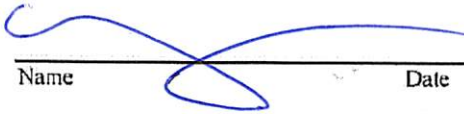
Disputes. Any and all disputes arising from the interpretation implementation or application this MOU are subject to the grievance and arbitration provisions of Articles 22 and 23 of the Agreement.

FOR THE UNION:


Name _____ Date 2/21/2019
CHRISTOPHER D. SINCLAIR

FOR THE UNIVERSITY:

Joyant R. Banner 4/10/2019
Name _____ Date _____

 4/10/19
Name _____ Date _____