

1 UNITED ACADEMICS PROPOSAL

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3
4 MEMORANDUM OF UNDERSTANDING: SUPPLEMENT TO COMPENSATION
5 ARTICLE
6

7 In recognition of the extraordinary circumstances surrounding COVID-19 and the uncertain
8 impacts of the pandemic for both the Employer and individual bargaining unit members, the
9 Parties agree to the following:

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11 (i) A shared commitment to preserve bargaining unit member appointments, ~~where~~
12 ~~practicable~~, may require a shared sacrifice by way of temporary salary reductions.
13 The Employer anticipates that all of its employee groups will engage in a shared
14 sacrifice if **temporary salary reductions prove necessary** ~~financial circumstances~~
15 ~~materialize as described in (iii).~~
- 16 (ii) **For bargaining unit members who were eligible for medical, dental, and vision**
17 **benefits (as defined in Article XX Benefits) in the 2019-2020 Academic Year, the**
18 **Employer will not non-renew their appointments for Academic Year 2020-2021**
19 **based upon financial uncertainty resulting from COVID-19. The Employer will not,**
20 **based upon financial uncertainty resulting from COVID-19, renew appointments for**
21 **these bargaining unit members at an FTE that would preclude benefit eligibility for**
22 **the 2020-2021 Academic Year.**
23 **In order to provide this job stability, the Employer may need to initiate temporary**
24 **salary reductions if:**
25 **a. ~~funding for the public university support fund (PUSF) and the state-wide public~~**
26 **service (SWPS) is reduced by more than 5% for the current biennium (about 10%**
27 **from FY20 to FY21); or**
28 **b. total net tuition revenues (including ECampus net revenues) fall short of the**
29 **projected \$388.8M for Corvallis E&G by more than \$5M; or**
30 **c. ~~the combined effect of smaller reductions to both funding for the PUSF and~~**
31 **enrollment are demonstrated to be equivalent to the impact of either of the**
32 **conditions above.**
- 33 (iii) If **temporary** salary reductions are necessary, the Employer will mitigate the effects
34 by adopting a progressive system of reduction **that exempts the lowest paid**
35 **bargaining unit members at a salary to be determined by both Parties. Bargaining unit**
36 **members making less than \$45,000 will have a 0% reduction. The Employer will**
37 **provide a minimum of 15 days advance notice to the bargaining unit member and the**
38 **union prior to implementation of the program. In addition, the Employer agrees to**
39 **bargain with UAOSU if the aggregate reduction in salary exceeds 20%.**
- 40 (iv) **Other terms of a temporary salary reduction system, including when such a system**
41 **would be triggered and the magnitude and duration of salary reductions, will be**
42 **negotiated between the two Parties in advance of implementation. These negotiations**
43 **will commence immediately upon ratification of the Agreement or by July 15, 2020,**
44 **whichever occurs first.**