

1 UNITED ACADEMICS PROPOSAL

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3  
4 MEMORANDUM OF UNDERSTANDING: SUPPLEMENT TO COMPENSATION  
5 ARTICLE  
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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 may require  
12 a shared sacrifice by way of temporary salary reductions. The Employer anticipates  
13 that all of its employee groups will engage in a shared sacrifice if temporary salary  
14 reductions prove necessary.
- 15 (ii) For bargaining unit members who were eligible for medical, dental, and vision  
16 benefits (as defined in Article XX Benefits) in the 2019-2020 Academic Year ~~and~~  
17 ~~who were hired from a standing or regularly open posting~~, the Employer will renew  
18 the bargaining unit member in an appointment that continues benefits eligibility for  
19 Academic Year 2020-2021, ~~unless those non-renewals are made consistent with the~~  
20 ~~Appointments and Reappointments article.~~
- 21 (iii) If temporary salary reductions are necessary ~~it~~ **itated by a demonstrable reduction in net**  
22 **revenue to the university, UAOSU acknowledges that** the Employer will be allowed  
23 to mitigate the effects by **implementing bargaining unit member salary reductions,**  
24 **which may take the form of** adopting a progressive system of reduction that exempts  
25 the lowest paid bargaining unit members **at a salary to be determined by both Parties.**  
26 ~~paid at an annual salary rate of \$45,000 or less. The Employer will provide a~~  
27 ~~minimum of 15 days advance notice to the bargaining unit member and the union~~  
28 ~~prior to implementation of the program. In addition, the Employer agrees to bargain~~  
29 ~~with UAOSU if the aggregate reduction in salary exceeds 20%.~~
- 30 (iv) **All terms of a temporary salary reduction or other system of salary savings, including**  
31 **when such a system would be triggered and the magnitude and duration of salary**  
32 **reductions, will be negotiated between the two Parties in advance of implementation.**  
33 **These negotiations will commence immediately upon ratification of the Agreement or**  
34 **by July 15, 2020, whichever occurs first.**