

1 UNITED ACADEMICS PROPOSAL

2
3 MEMORANDUM OF UNDERSTANDING:
4 SUPPLEMENT TO COMPENSATION ARTICLE
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6 In recognition of the extraordinary circumstances surrounding COVID-19 and the uncertain
7 impacts of the pandemic for both the Employer and individual bargaining unit members, the
8 Parties agree to the following:
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- 10 (i) A shared commitment to preserve bargaining unit member appointments may require
11 a shared sacrifice by way of temporary salary reductions. The Employer anticipates
12 that all of its employee groups will engage in a shared sacrifice if temporary salary
13 reductions prove necessary.
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15 ~~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 not hired from a standing or regularly open posting, the Employer will~~
18 ~~renew the bargaining unit member in an appointment that continues benefits~~
19 ~~eligibility for Academic Year 2020-2021, unless those non-renewals are made~~
20 ~~consistent with the Appointments and Reappointments article.~~

- 21 (ii) **If temporary salary reductions are necessitated by a demonstrable reduction in net**
22 **education and general revenue to the university, UAOSU acknowledges that the**
23 **Employer will be allowed to mitigate a portion of the effects by implementing**
24 **bargaining unit member salary reductions, which may take the form of adopting a**
25 **progressive system of reduction that exempts the lowest paid bargaining unit**
26 **members. paid at an annual salary rate of \$48,000 or less and increases the reduction**
27 **percentage with annual salary rate. The Employer agrees to bargain with UAOSU if**
28 **the aggregate reduction in salary needs to be greater than 15%. The Employer will**
29 **provide a minimum of 21 days advance notice.**

- 30 (iii) **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 tentative agreement of the CBA**
34 **or by July 15, 2020, whichever occurs first.**