

**MEMORANDUM OF UNDERSTANDING**

**Implementation of Salary Program for Fiscal Year 2020**

The Parties, United Academics of Oregon State University (“UAOSU”) and Oregon State University (“Employer”), agree that any salary increases for members of their bargaining unit for the fiscal year July 1, 2019, through June 30, 2020 (FY2020) shall be determined and implemented in accordance with the guidelines of the faculty salary increase program announced by the University’s Provost for FY2020. While the Parties will continue to discuss and negotiate, as part of their ongoing negotiations over their inaugural bargaining agreement, the manner in which bargaining unit members may receive or be eligible for salary increases in future fiscal years covered by that bargaining agreement, the Parties agree that this Memorandum of Understanding serves as the negotiated salary increase for bargaining unit members for FY2020 and that the Parties, therefore, will not negotiate any further on the subject of salary increases for that or prior fiscal years.

**UNION**

**UNIVERSITY**

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Dave Cecil

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Date

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Heather Horn

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Date