

1 UNITED ACADEMICS PROPOSAL

2
3 MEMORANDUM OF UNDERSTANDING: IMPLEMENTATION OF COMPENSATION
4 ARTICLE

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6 In recognition of the extraordinary circumstances surrounding COVID-19 and the uncertainty
7 this presents for both the Employer and individual bargaining unit members, the Parties agree to
8 the following:

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10 **Section 1.** The provisions of Article XX Compensation describing merit increases in FY2021
11 will not be implemented if:

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- 13 • funding for the public university support fund (PUSF) is reduced by more than XX% for
 - 14 the current biennium; or
 - 15 • total enrollment (including ECampus enrollment) for Fall 2020 drops by more than XX%
 - 16 compared to the total enrollment (including ECampus enrollment) for Fall 2019; or
 - 17 • the combined effect of smaller reductions to both funding for the PUSF and enrollment
 - 18 are demonstrated to be equivalent to the impact of either of the conditions above.
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20 **Section 2.** The Employer will not impose wage cuts, furloughs, or terminations not for cause
21 resulting from conditions directly related to the COVID-19 pandemic on bargaining unit
22 members through at least June 30, 2021.

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24 **Section 3. Compensation Reopener.** The Parties agree to negotiate over compensation for fiscal
25 years 2022-2024 in limited reopener negotiations beginning in Spring Term 2021. Either Party
26 may initiate these negotiations by providing the other with written notice. The Parties will meet
27 to begin negotiations within thirty days of this notice.