

1 Oregon State University Proposal
2 Negotiations with UAOSU
3 May 4, 2020
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6 **MEMORANDUM OF UNDERSTANDING: IMPLEMENTATION OF SUPPLEMENT TO COMPENSATION**
7 **ARTICLE**
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9 In recognition of the extraordinary circumstances surrounding COVID-19 and the **uncertain impacts of the**
10 **pandemic** ~~uncertainty this presents~~ for both the Employer and individual bargaining unit members, the
11 Parties agree to the following:
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13 ~~Section 1. The provisions of Article XX Compensation describing merit increases in FY2021 will not be~~
14 ~~implemented if:~~

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- 16 ~~• funding for the public university support fund (PUSF) is reduced by more than XX% for the current~~
17 ~~biennium; or~~
- 18 ~~• total enrollment (including ECampus enrollment) for Fall 2020 drops by more than XX% compared~~
19 ~~to the total enrollment (including ECampus enrollment) for Fall 2019; or~~
- 20 ~~• the combined effect of smaller reductions to both funding for the PUSF and enrollment are~~
21 ~~demonstrated to be equivalent to the impact of either of the conditions above.~~
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23 **(i) The Employer may need to initiate salary reductions; and**
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25 **(ii) If salary reductions are necessary, the Employer will mitigate the effects by adopting a progressive**
26 **system of reduction. Bargaining unit members making less than \$40,000 will have a 0% reduction. The**
27 **Employer will provide a 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 with UAOSU if the**
29 **aggregate reduction in salary exceeds 20%.**
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31 ~~Section 2. The Employer will not impose wage cuts, furloughs, or terminations not for cause resulting from~~
32 ~~conditions directly related to the COVID-19 pandemic on bargaining unit members through at least June~~
33 ~~30, 2021.~~

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35 ~~Section 3. Compensation Reopener. The Parties agree to negotiate over compensation for fiscal years~~
36 ~~2022-2024 in limited reopener negotiations beginning in Spring Term 2021. Either Party may initiate~~
37 ~~these negotiations by providing the other with written notice. The Parties will meet to begin~~
38 ~~negotiations within thirty days of this notice. —~~