

6 **MEMORANDUM OF UNDERSTANDING: SUPPLEMENT TO COMPENSATION ARTICLE**
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8 In recognition of the extraordinary circumstances surrounding COVID-19 and the uncertain impacts of the
9 pandemic for both the Employer and individual bargaining unit members, the Parties agree to the
10 following:
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- 12 (i) A shared commitment to preserve bargaining unit member appointments, where practicable,
13 may require a shared sacrifice by way of temporary salary reductions. The Employer
14 anticipates that all of its employee groups will engage in a shared sacrifice if financial
15 circumstances materialize as described in (iii).
- 16 (ii) ~~For bargaining unit members who were eligible for medical, dental, and vision benefits (as~~
17 ~~defined in Article XX Benefits) in the 2019-2020 Academic Year, the Employer will not non-~~
18 ~~renew their appointments for Academic Year 2020-2021 based upon financial uncertainty~~
19 ~~resulting from COVID-19. The Employer will not, based upon financial uncertainty resulting~~
20 ~~from COVID-19, renew appointments for these bargaining unit members at an FTE that would~~
21 ~~preclude benefit eligibility for the 2020-2021 Academic Year.~~
- 22 (iii) In order to provide this job stability, the Employer may need to initiate temporary salary
23 reductions if:
24 a. funding for the public university support fund (PUSF) and the state-wide public service
25 (SWPS) is reduced by more than 5% for the current biennium (about 10% from FY20 to
26 FY21); or
27 b. total net tuition revenues (including ECampus net revenues) fall short of the projected
28 \$388.8M for Corvallis E&G by more than \$5M; or
29 c. the combined effect of smaller reductions to both funding for the PUSF and enrollment
30 are demonstrated to be equivalent to the impact of either of the conditions above.
- 31 (iv) If salary reductions are necessary, the Employer will mitigate the effects by adopting a
32 progressive system of reduction. Bargaining unit members making less than \$45,000 will have
33 a 0% reduction. The Employer will provide a minimum of 15-days advance notice to the
34 bargaining unit member and the union prior to implementation of the program. In addition,
35 the Employer agrees to bargain with UAOSU if the aggregate reduction in salary exceeds 20%.
- 36 (v) ~~Other terms of a salary reduction system, including when such a system would be triggered~~
37 ~~and the magnitude and duration of salary reductions, will be negotiated between the two~~
38 ~~Parties in advance of implementation.~~