

1 UNITED ACADEMICS PROPOSAL

2
3 MEMORANDUM OF UNDERSTANDING: SUPPLEMENT TO COMPENSATION
4 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) For bargaining unit members who were eligible for medical, dental, and vision
11 benefits (as defined in Article XX Benefits) in the 2019-2020 Academic Year, the
12 Employer will not non-renew their appointments for Academic Year 2020-2021
13 based upon financial uncertainty resulting from COVID-19. The Employer will not,
14 based upon financial uncertainty resulting from COVID-19, renew appointments for
15 these bargaining unit members at an FTE that would preclude benefit eligibility for
16 the 2020-2021 Academic Year.
- 17 (ii) In order to provide this job stability, ~~the~~ the Employer may need to initiate temporary
18 salary reductions;
- 19 (iii) If salary reductions are necessary, the Employer will mitigate the effects by adopting
20 a progressive system of reduction. ~~Bargaining unit members making less than~~
21 ~~\$40,000 will have a 0% reduction. The Employer will provide a minimum of 15 days~~
22 ~~advance notice to the bargaining unit member and the union prior to implementation~~
23 ~~of the program. In addition, the Employer agrees to bargain with UAOSU if the~~
24 ~~aggregate reduction in salary exceeds 20%.~~
- 25 (iv) Other terms of a salary reduction system, including when such a system would be
26 triggered and the magnitude and duration of salary reductions, will be negotiated
27 between the two Parties in advance of implementation.