

5 This proposal is being offered as a package proposal with the Compensation Article and the
6 Memorandum of Understanding: Interpretation of Salary Program FY2020.

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8 **MEMORANDUM OF UNDERSTANDING: SUPPLEMENT TO COMPENSATION ARTICLE**
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10 In recognition of the extraordinary circumstances surrounding COVID-19 and the uncertain impacts of the
11 pandemic for both the Employer and individual bargaining unit members, the Parties agree to the
12 following:
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- 14 (i) A shared commitment to preserve bargaining unit member appointments may require a
15 shared sacrifice by way of temporary salary reductions. The Employer anticipates that all of
16 its employee groups will engage in a shared sacrifice if temporary salary reductions prove
17 necessary.
- 18 (ii) For bargaining unit members who were eligible for medical, dental, and vision benefits (as
19 defined in Article XX Benefits) in the 2019-2020 Academic Year **and who were not hired from**
20 **a standing or regularly open posting**, the Employer will renew the bargaining unit member in
21 an appointment that continues benefits eligibility for Academic Year 2020-2021, **unless those**
22 **non-renewals are made consistent with the Appointments and Reappointments article.**
- 23 (iii) If temporary salary reductions are necessitated by a demonstrable reduction in net **education**
24 **and general** revenue to the university, UAOSU acknowledges that the Employer will be
25 allowed to mitigate **a portion of** the effects by implementing bargaining unit member salary
26 reductions, which may take the form of adopting a progressive system of reduction that
27 exempts the lowest paid bargaining unit members ~~at a salary to be determined by both~~
28 ~~Parties.~~ **paid at an annual salary rate of \$48,000 or less and increases the reduction**
29 **percentage with annual salary rate. The Employer agrees to bargain with UAOSU if the**
30 **aggregate reduction in salary needs to be greater than 15%. The Employer will provide a**
31 **minimum of 21 days advance notice.**
- 32 (iv) ~~All terms of a temporary salary reduction or other system of salary savings, including when~~
33 ~~such a system would be triggered and the magnitude and duration of salary reductions, will~~
34 ~~be negotiated between the two Parties in advance of implementation. These negotiations will~~
35 ~~commence immediately upon ratification of the Agreement or by July 15, 2020, whichever~~
36 ~~occurs first.~~