

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 may require a
13 shared sacrifice by way of temporary salary reductions. The Employer anticipates that all of
14 its employee groups will engage in a shared sacrifice if temporary salary reductions prove
15 necessary.
- 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 **and who were hired from a**
18 **standing or regularly open posting**, the Employer will ~~not non-renew the bargaining unit~~
19 **member in an appointment that continues benefits eligibility** ~~their appointments~~ for
20 Academic Year 2020-2021, **unless those non-renewals are made consistent with the**
21 **Appointments and Reappointments article.** ~~based upon financial uncertainty resulting from~~
22 ~~COVID-19. The Employer will not, based upon financial uncertainty resulting from COVID-19,~~
23 ~~renew appointments for these bargaining unit members at an FTE that would preclude benefit~~
24 ~~eligibility for the 2020-2021 Academic Year.~~
- 25 (iii) If temporary salary reductions are necessary, the Employer will mitigate the effects by
26 adopting a progressive system of reduction that exempts the lowest paid bargaining unit
27 members ~~at a salary to be determined by both Parties. Bargaining unit members~~ **paid at an**
28 **annual salary rate of \$45,000 or less. The Employer will provide a minimum of 15-days**
29 **advance notice to the bargaining unit member and the union prior to implementation of the**
30 **program. In addition, the Employer agrees to bargain with UAOSU if the aggregate reduction**
31 **in salary exceeds 20%.**
- 32 (iv) ~~Other terms of a temporary salary reduction system, including when such a system would be~~
33 ~~triggered and the magnitude and duration of salary reductions, will be negotiated between~~
34 ~~the two Parties in advance of implementation. These negotiations will commence~~
35 ~~immediately upon ratification of the Agreement or by July 15, 2020, whichever occurs first.~~