

**MEMORANDUM OF UNDERSTANDING  
BETWEEN  
UNIVERSITY OF OREGON  
AND  
UNITED ACADEMICS OF THE UNIVERSITY OF OREGON, AFT/AAUP, AFL-CIO**

This Memorandum of Understanding ("MOU") is entered into by and between University of Oregon ("UO") and United Academics ("UA"), collectively referred to as "the parties," for the purpose of continuing a valuable collective bargaining provision.

**WHEREAS** when the parties agreed on the provisions of Article 26, Section 9, the UO expressed concerns that the phrase "significantly increased" in relation to changes in workload was overly broad and could lead to multiple grievances; and

**WHEREAS** these concerns were addressed with Article 26, Section 9(d) with the inclusion of a sunset date for the Section; and

**WHEREAS** the parties agreed to a sunset date as "the terms of the 2015-2018 agreement"; and

**WHEREAS** the parties have agreed to a contract extension until June 30, 2020; and

**WHEREAS** the parties are working toward making mutually agreeable revisions to the CBA; and

**WHEREAS** one of the revision to which the parties have agreed is the extension of Article 26, Section 9; and

**WHEREAS** the parties have been unable to finish their revisions of the CBA;

**NOW THEREFORE** the parties agree Article 26, Section 9 shall continue to remain in full force and effect until such time as a new Agreement is agreed upon.

**Knowing and Voluntary.** The parties acknowledge that they have carefully read and fully understand the terms of this MOU, and that they are voluntarily entering into this MOU.

**Effective Date.** The parties agree that this MOU will be effective on the date on which all parties have signed below.

**Entire Agreement.** The parties' collective bargaining agreement and this MOU represent the parties' entire agreement with respect to the subject matter discussed in this MOU. Except as described in this MOU, there were no inducements or representations leading to the execution of this document.

**Disputes.** Any and all disputes arising from the interpretation, implementation or application of this MOU are subject to the grievance and arbitration provisions of Articles 22 and 23 of the Agreement.

FOR THE EMPLOYER



Scott Pratt \_\_\_\_\_ Date  
Executive Vice Provost



Missy Matella \_\_\_\_\_ Date  
Senior Director  
Employee and Labor Relations

6/5/18

FOR THE UA



Michael Dreiling \_\_\_\_\_ Date  
UA President



David Cecil \_\_\_\_\_ Date  
Executive Director

5-8-18