

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 (“University”) and United Academics (“Union”), collectively referred to as “the parties.”

**WHEREAS**, the parties have had difficulty implementing Article 9, Section 7 of the collective bargaining agreement, including disagreement over the proper interpretation of the phrase “actual costs;”

**NOW THEREFORE**, the parties agree to the following:

1. The union shall have the right to information and data necessary to administer the agreement and shall be required to pay the actual cost of producing the information when an individual request exceeds \$1,000 or when multiple requests exceed \$5,000 in any three-month period of time.
2. The union shall also receive a credit from the university for information requests in the amount of \$3,000 per calendar year that can be used to pay actual costs to the university as required in this section. The \$3000 credit shall not roll over between years.
3. The University shall complete information requests within thirty business days, subject to delays caused by the meetings outlined in sections five and six. The parties can mutually agree to delay these timelines and such agreement will not be unreasonably withheld by either party.
4. Information and data shall be made available in electronic form whenever possible.
5. If there is confusion regarding the scope of any information request, the University will notify the Union within 5 business days of receiving the request. The parties agree to meet and discuss the scope of the request within five business days of the University notifying the union of the confusion.
6. If there is confusion regarding the actual cost estimate provided by the University, the Union will notify the University within 5 business days of receiving the actual cost estimate. The parties agree to meet and discuss the actual cost estimate within five business days of the Union notifying the University of the confusion.
7. This MOU sunsets in 2022. The parties agree to meet in the Spring term of 2022 to discuss extension or modification of this MOU.
8. This MOU entirely replaces the current language set forth in Article 9, Section 7 and any other previous agreements between the parties relating to the production or posting of information to or for the union.

**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

FOR THE UA

Missy Matella  
Senior Director  
Employee and Labor Relations

David Cecil  
Executive Director

Jayanth Banavar  
Provost and Senior Vice President      Date