

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

The parties agree as follows:

Article 33, Sabbatical, Section 3. Applying for Sabbatical, is amended to read: "Applicants for a sabbatical leave must present a careful statement of plans for the leave period, and a justification of the leave in terms of the criteria stated above. The request must be accompanied by an official application form, a curriculum vitae, and a description of current teaching; scholarship, research and creative activity; service; and other professionally relevant activities, and a copy of the report on the applicant's last sabbatical described in Section 6 (if this is not the applicant's first sabbatical)."

Except as specifically described in this MOU, Article 33 remains in full force and effect and unchanged.

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 (CBA) and this MOU represent the parties' entire agreement with respect to the subject matter discussed in this MOU. Except as described in this MOU, this document does not modify the CBA and it still remains in full force and effect. 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.

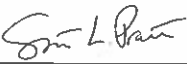
FOR THE UNIVERSITY:

FOR UNITED ACADEMICS:


Patrick Phillips (Nov 12, 2021 21:29 PST)
Nov 12, 2021
Patrick Phillips
Date
Provost & Senior Vice President


Avinnash Tiwari
Nov 9, 2021
Date
President


Mark Schmelz (Nov 17, 2021 30:05 PST)
Nov 17, 2021
Mark Schmelz
Date
Chief Human Resources Officer and Associate
Vice President


Scott Pratt
Nov 9, 2021
Date
Executive Vice President

Human Resources

5210 University of Oregon, Eugene OR 97403-5210
541-346-3159 | FAX 541-346-4168 | hr.uoregon.edu/enr

An equal opportunity, affirmative action institution committed to cultural diversity and compliance with the Americans with Disabilities Act