

Memorandum of Understanding
between
University of Oregon
and
United Academics of the University of Oregon, AFT/AAUP, AFL-CIO
regarding
the Tenure Reduction Program Implementation Agreement

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, in August 2022 the parties ratified a successor agreement that stipulated the parties meet to discuss the Tenure Reduction Program (TRP).

WHEREAS, the parties have met and discussed the Tenure Reduction Program (TRP) and require additional time to come to agreement.

THEREFORE, the parties agree as follows:

1. In the Agreement between the parties, Appendix 1, Implementation Agreements, Agreement 7, Tenure Reduction Plan, both references to “December 31, 2022” are deleted and replaced with “February 20, 2023.”
2. In the Agreement between the parties, Appendix 1, Implementation Agreements, Agreement 7, Tenure Reduction Plan, the reference to “January 2023” is deleted and replaced with “March 2023.”

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 at 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 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 CBA.

