

**Memorandum of Understanding between  
Portland State University (University)  
and the Portland State University Chapter  
of the American Association of University Professors (Association)  
August 3, 2017**

Subject: Modification of Article 30 Section 4 (3)

*Recitals*

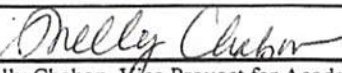
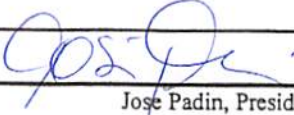
This contract section provides longevity increases for academic professionals employed on January 1, 2017. January 1, 2017 and January 1 of every year is a holiday. Academic professionals who were employed on the first working day of January, but after January 1, were adversely impacted by the use of January 1 in the award of longevity increases. The parties wish to resolve the technical issue.

*Agreement*

Article 30, Section 4 (3) will be modified as follows:

Academic Professionals employed on ~~January 1, 2017~~ the first business day in January, 2017 shall receive a base salary increase based on years of continuous benefits-eligible service at the University, as of that date, up to the maximum salary amount for the applicable job family, as follows:

- a. Three years of service or more, but less than five years of service: \$500
- b. Five years of service or more, but less than seven years of service: \$1200
- c. Seven years of service or more, but less than ten years of service: \$1600
- d. Ten years of service or more, but less than fifteen years of service: \$1800
- e. Fifteen years of service or more: \$2000

<u>For the University</u>	<u>For the Association</u>
 Shelly Chabon, Vice Provost for Academic Personnel & Leadership Development	 Jose Padin, President
 _____ Date	 8/14/17 _____ Date