

**Memorandum of Agreement between
Portland State University (University)
and the Portland State University Chapter
of the American Association of University Professors (Association)
December 09, 2020**

Subject: Changes to Article 30, Section 3 for 2021 COLAS for immediate ratification and implementation

Recitals:

The parties engaged in affinity bargaining and executed a [conceptual tentative agreement](#), captured in X-Mind, on the remaining economics issues on November 11, 2020. The University requires the agreements on Article 30 Section 3, Cost of Living Adjustments for January 1 and February 1, 2021 to finalized and ratified immediately for timely processing of the salary increases.

Agreement:

The parties agree to make the changes below to the Collective Bargaining Agreement. This is not a complete agreement about Article 30, and the remainder of the agreements in Article 30 will be ratified with the remainder of the successor agreement. This agreement will be effective upon signature and ratification of the PSU-AAUP Membership. The agreement will be submitted for ratification immediately upon signature.

Article 30. SALARY AND RETIREMENT

Section 3. Cost of Living Adjustments (Years 1 ~~and 2-4: 2020-2021 and 2021-2022~~2015-2016, 2016-2017, 2017-2018 and 2018-2019)

For purposes of this Article, "CPI" means the ~~Portland-Salem~~ Consumer Price Index, ~~West Region for All Urban Consumers for All Urban Consumers~~ (CPI-U) for the previous 12-month period as published in ~~or near August~~ October ~~of for~~ the preceding year by the U.S. Department of Labor's Bureau of Labor Statistics.

- a. Bargaining unit members employed on January 1, ~~2016-2021~~ on a 12-month basis shall receive a ~~2.0%-1.0%~~ increase in base pay effective January 1, ~~2021~~2016.
- b. Bargaining unit members employed on February 1, ~~2021~~2016 on a 9-month basis shall receive a ~~2.0~~ 1.0% increase in base pay effective February 1, ~~2021~~2016.
- c. Bargaining unit members employed on January 1, 2022 on a 12-month basis shall receive a 1.0% increase in base pay effective January 1, 2022.

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2021 COLA increases from Affinity Bargaining Agreements from November 11, 2020
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d. Bargaining unit members employed on February 1, 2022 on a 9-month basis shall receive a 1.0% increase in base pay effective February 1, 2022.

~~e. Bargaining unit members employed on a 12-month basis on January 1 in each year of this Agreement, starting January 1, 2017, shall receive a percentage increase to their base pay equal to the percent change in the CPI, provided that the percentage increase in CPI is not less than 1.5% or more than 3.5%. If the percentage increase in CPI is less than 1.5%, then the percentage increase in base pay shall be 1.5%; if the percentage increase in CPI is greater than 3.5%, then the percentage increase in base pay shall be 3.5%.~~

~~d. Bargaining unit members employed on a 9-month basis on February 1 in each year of this Agreement, starting February 1, 2017, shall receive a percentage increase to their base pay equal to the percent change in the CPI, provided that the percentage increase in CPI is not less than 1.5% or more than 3.5%. If the percentage increase in CPI is less than 1.5%, then the percentage increase in base pay shall be 1.5%; if the percentage increase in CPI is greater than 3.5%, then the percentage increase in base pay shall be 3.5%.~~

<u>For the University</u>	<u>For the Association</u>
<p>DocuSigned by: <i>Shelly Chabon</i> 8333FC665FA54C9...</p>	<p>DocuSigned by: <i>Leanne Serbulo</i> 2918771147C34B4...</p>
<p>Shelly Chabon, Vice Provost for Academic Administration</p> <p>December 10, 2020 10:53 AM PST</p> <p>_____</p> <p>Date</p>	<p>Leanne Serbulo, Interim VP of Collective Bargaining</p> <p>December 10, 2020 10:55 AM PST</p> <p>_____</p> <p>Date</p>

Certificate Of Completion

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Certificate Pages: 2	Initials: 3
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	Suite SMSU 232
	PORTLAND, OR 97201-3256
	phil@psuaaup.net
	IP Address: 71.193.169.218


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Debra Mayo-Kelley
mayok@pdx.edu
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Shelly Chabon
chabonr@pdx.edu
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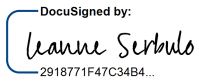
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Leanne Serbulo
serbulo@pdx.edu
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