

1 **Memorandum of Agreement between**
2 **Portland State University (University)**
3 **and the Portland State University Chapter**
4 **of the American Association of University Professors (Association)**
5 **January 5, 2021**
6

7 Subject: Mitigation of Effects of prolonged COVID-19 Pandemic on Member workload
8 and well-being; Mitigation of amplified effects of pandemic on members with
9 caregiving responsibilities
10

11 *Recitals:*
12

13 The parties acknowledge and share in the challenges to work/life balance during this pandemic.
14 *Agreement:*
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16 The Association and the University wish to establish a framework that will assist employees and
17 potentially ease burdens.
18

- 19 1. Whenever possible, committee work and service responsibilities, including significant new
20 projects such as program redesign, will be deferred during this academic year (20-21).
- 21 2. Attendance at non-essential meetings shall not be required during this period. Determination
22 of which meetings are essential should be determined by the academic units.
- 23 3. Supervisors will provide flexibility to members in scheduling whenever possible.
- 24 4. Supervisors and members shall be given a reasonable period of time to respond to each
25 other. Supervisors and members are encouraged to provide notice and schedule meeting
26 times when applicable.
- 27 5. Members will be allowed to extend the use of Emergency Paid Sick Leave, provided by the
28 Families First Coronavirus Response Act, to June 30, 2021.
- 29 6. Members shall be permitted to reduce their FTE partially, or use applicable leave as
30 necessary during the COVID period. The University agrees that no member will be
31 disciplined or experience any adverse consequences for reducing their FTE or using leave
32 during the COVID period.
33

34 The Parties agree that these provisions are temporary, and this agreement is made solely to meet
35 the needs of members during the COVID period. The Association agrees that the provisions of
36 this agreement do not establish a precedent for the continuation of these provisions after the
37 pandemic is over and the University resumes on campus operations.
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39 This agreement shall be implemented upon signature and ratification of the AAUP membership.
40 This MOA shall remain in effect through the 2020-2021 fiscal year.
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MOA COVID IMPACT care giving/workload

January 5, 2021

Page 2 of 2

| <u>For the University</u> | <u>For the Association</u> |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| DocuSigned by:  B433FC665F A54C8... Shelly Chabon, Vice Provost for Academic Personnel | DocuSigned by:  90A403D7 3046407... Theresa McCormick, Vice President Collective Bargaining |
| January 5, 2021 7:59 PM PST _____ Date | January 6, 2021 4:43 AM PST _____ Date |

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| | Suite SMSU 232 |
| | PORTLAND, OR 97201-3256 |
| | phil@psuaaup.net |
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theresa.aaup@gmail.com
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