

1 **Memorandum of Agreement (MOA) between**
2 **Portland State University (University) and**
3 **the Portland State University Chapter**
4 **of the American Association of University Professors (Association)**
5 **February 16, 2021**
6

7 **Agreement:**

8 The University and the Association (collectively the “Parties”) agree to maintain the
9 Work Share Program offered by the Oregon State Department of Employment.

10 All language agreed upon in the executed Work Share MOA (May 23, 2020 attached)
11 will remain in full force and effect with the exception of the modified sections below.
12

13 **Work Share Program details:**

14 Effective February 16, 2021, the University will maintain impacted employees as,
15 shown in Appendix A, in the current Work Share Program, which will conclude on May
16 28, 2021, unless terminated earlier.

17 Workshare participants can be transitioned from 40% Work Share to 20% Work Share
18 or off of the Work Share program altogether, and participants on 20% Work Share can
19 be transitioned off the Work share program prior to May 28, 2021. Work share
20 participants who are currently on 20% may be moved to 40% with justification.

21 Should the University seek to bring additional members on the Work Share program,
22 the University shall notify AAUP and provide justification for the additions. If AAUP
23 wishes to seek further clarification, they may ask for a consultation with PSU.

24 1) **Work Share Program:**

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- 26 b. Under this OED Work Share program, the University will only reduce
27 employees work hours, with the corresponding reduction in wages as
28 indicated on Appendix A. Employee eligibility for the Work Share Oregon
29 Program is determined by OED. The main eligibility criteria for an employee
30 to participate in the program is that the employer must have applied and
31 been accepted into the program, and the employee must have been employed
32 by the employer full time for at least six months or part time for at least
33 twelve months.
34

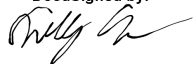
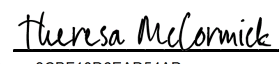
35 **Additional Provisions**

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- 37 1. **Unemployment Insurance:** It is the Parties’ understanding that Work
38 Share Employees are likely eligible for unemployment compensation. Work
39 Share Employees who are eligible for State unemployment insurance will
40 also likely be eligible for the federal government’s expanded weekly
41 unemployment insurance benefit of \$300.00 pursuant to the Federal
42 Pandemic Unemployment Compensation program (FPUC program) through
43 May 28, 2021. Should the FPUC program provide for an increased benefit, or

1 expanded beyond its current expiration, it is understood that that benefit
2 will be provided to Work Share participants.

3 This agreement will be effective upon signature of the parties and will remain in effect until
4 May 28, 2021, unless terminated earlier.

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<u>For the University</u>	<u>For the Association</u>
<p>DocuSigned by:  36AE946A10A1421...</p> <p>Shelly Chabon, Vice Provost for Academic Personnel & Leadership Development</p>	<p>DocuSigned by:  3CBF10D6EAD54AD...</p> <p>Theresa McCormick, Vice President of Collective Bargaining</p>
<p>2/16/2021</p> <p>_____</p> <p>Date</p>	<p>2/16/2021</p> <p>_____</p> <p>Date</p>

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Appendix A

Name	Title	Department	FTE Reduction & why?	Currently workshare 20% and staying on 20%	Going to 40%	Justification for 40%
Fischer, Hannah	Faculty Led Program Coordinator	OIA Education Abroad	This is a 100% soft-funded unit. All of their reserves are depleted and their programs are completely at the mercy of shifting international travel regulations due to Covid-19. The goal is to maintain their program with enough agility to respond quickly when things do open up.		Feb 8 update: yes, Director (Jen Hamlow) is requesting 40% for all of her AAUP staff in the Education Abroad unit	Travel restrictions are will very likely prevent programs in Spring term. As a completely soft-funded unit, salaries are 100% dependent on whether programs abroad can run. However, staffing needs to continue in order to plan and prepare for Summer programs. The overarching goal is to maintain necessary operations now, and to have maximum agility to respond quickly when things do open up.
Landers (Goff), Rachel	Education Abroad Advisor,	OIA/Education Abroad	100% soft-funded unit (same as above)		Feb 8 update: yes, Director (Jen Hamlow) is requesting 40% for all of her AAUP staff in the Education Abroad unit	(Same as above) Travel restrictions are will very likely prevent programs in Spring term. As a completely soft-funded unit, salaries are 100% dependent on whether programs abroad can run. However, staffing needs to continue in order to plan and prepare for Summer programs. The overarching goal is to maintain necessary operations now, and to have maximum agility to respond quickly when things do open up.

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Collins, Alyse	Senior Education Abroad Advisor	OIA/Education Abroad	100% soft-funded unit (same as above)		Feb 8 update: yes, Director (Jen Hamlow) is requesting 40% for all of her AAUP staff in the Education Abroad unit	(Same as above) Travel restrictions are will very likely prevent programs in Spring term. As a completely soft-funded unit, salaries are 100% dependent on whether programs abroad can run. However, staffing needs to continue in order to plan and prepare for Summer programs. The overarching goal is to maintain necessary operations now, and to have maximum agility to respond quickly when things do open up.
Clifford, Jonnie Skye	Education Abroad Program Coordinator	OIA/Education Abroad	100% soft-funded unit (same as above)		Feb 8 update: yes, Director (Jen Hamlow) is requesting 40% for all of her AAUP staff in the Education Abroad unit	(Same as above) Travel restrictions are will very likely prevent programs in Spring term. As a completely soft-funded unit, salaries are 100% dependent on whether programs abroad can run. However, staffing needs to continue in order to plan and prepare for Summer programs. The overarching goal is to maintain necessary operations now, and to have maximum agility to respond quickly when things do open up.
Braun, Paul	ISP Program Manager I	OIA/International Special Programs	100% soft-funded unit (same as above)		Feb 2 update: yes, Director (Jeff Baffaro) is requesting 40% for both his ISP program managers.	Travel/Covid restrictions will prevent in-person programs in Spring & Summer terms. As a completely soft-funded unit, salaries are 100% dependent on incoming programs. However, enough staffing needs to continue in order to run some online programs and to maintain maximum agility to respond quickly when things do open up.

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Lint, Masumi	ISP Program Manager II	OIA/International Special Programs	100% soft-funded unit (same as above)		Feb 2 update: yes, Director (Jeff Baffaro) is requesting 40% for both his ISP program managers.	(same as above) Travel/Covid restrictions will prevent in-person programs in Spring & Summer terms. As a completely soft-funded unit, salaries are 100% dependent on incoming programs. However, enough staffing needs to continue in order to run some online programs and to maintain maximum agility to respond quickly when things do open up.
Dietz, Rachel	International Student Life Advisor	Office of International Student & Scholar Services	Reduced programmatic needs due to decrease in international students during Covid crisis	Yes remaining on		
Kang, Kristi	Orientation & Academic Advisor	Intensive English Language Program	Reduced programmatic needs due to decrease in international students during Covid crisis	Yes remaining on		