

**Memorandum of Understanding (MOU) between
Portland State University (University)
and the Portland State University Chapter
of the American Association of University Professors (Association)
November 2, 2022**

1 Subject: Additional Recognition of Employees' Caregiver Responsibilities and University
2 Support for Caregivers

3 *Recital*

4 On May 9, 2022, the University and the Association agreed to an MOU regarding *The*
5 *University's Ongoing Support of Caregivers*. One aspect of that MOU was the University's
6 agreement to establish a Presidential Caregiver Advisory Committee. The purpose of that
7 committee is to elevate the issues and challenges related to caregiving responsibilities of faculty
8 and staff and to identify areas where the University can enhance their ability to fulfill their
9 caregiving responsibilities to their families (however they are defined) and to meet their
10 employment responsibilities to the University, their colleagues, and students.

11 On August 31, 2022, during negotiations of the economic reopener of the Parties' collective
12 bargaining agreement, the Parties reached a tentative agreement on several matters related to
13 caregiving, which the Parties anticipate, if ratified by the Association's members, would be
14 included in a new article of their collective bargaining agreement (Article 29 - *Caregivers*
15 *Recognition and Support*). These agreements further expand upon the University's existing
16 support of its employees who are also caregivers.

17 In addition, during the August 31 negotiations, the Parties also reached agreement about other
18 ways that the work of caregivers could be recognized and supported at the University. As the
19 Parties were memorializing their agreements from August 31 negotiations, they determined that
20 the agreements reflected below should be documented in a separate MOU.

21 *Agreement*

22 1. The University will provide managers (including directors, chairs/chair equivalent, and
23 assistant and associate deans) with training and resources related to supporting the caregiving
24 needs of the employees they supervise.

25 2. The University and the Association suggest the Presidential Caregiver Advisory
26 Committee revisit the University's inclement weather policies and if and how inclement weather
27 events may impact employees with caregiving responsibilities.

28 This agreement shall be effective upon signature of the parties and approval of the PSU-AAUP
29 Executive Council and shall remain in effect through November 30, 2024.

For the University



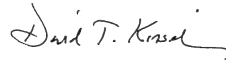
Shelly Chabon (Nov 2, 2022 11:26 PDT)

Shelly Chabon, Vice Provost for Academic Personnel

11/02/2022

Date

For the Association



David Kinsella, Vice President Collective Bargaining

11/02/2022

Date