

1 **Memorandum of Understanding (MOU) between**  
2 **Portland State University (University)**  
3 **and the Portland State University Chapter**  
4 **of the American Association of University Professors (Association)**  
5 **May 9, 2022**  
6

7 Subject: The University's Ongoing Support of Caregivers  
8

9 *Recital*  
10

11 The University is committed to supporting its employees who are also caregivers. PSU  
12 provides supports that benefit employees who are caregivers in several ways already,  
13 including access to leave and various leave programs, an employee assistance  
14 program, and flexible work schedules and conditions.  
15

16 The University also recognizes that the Covid-19 pandemic has increased awareness of  
17 the limited societal supports for caregivers in our communities. People who take on  
18 caregiving responsibilities--whether those responsibilities are caring for young children,  
19 a family member suffering health challenges, or our elderly—make both personal and  
20 professional sacrifices in order to balance their duties to their families (however defined)  
21 and their employers. The pandemic also magnified the historic discrimination and  
22 continuing structural social inequalities, in which the sacrifices of caregivers are  
23 disproportionately born by women and the impacts are felt more deeply by members of  
24 BIPOC communities.  
25

26 As the University community emerges from the immediate crises of the Covid-19  
27 pandemic and as the pandemic enters its endemic stages, the parties recognize their  
28 mutual interest in acknowledging the needs of caregivers as they continue their work for  
29 the University and the students they serve. The parties share an interest in building  
30 momentum for continued and future support for those in our community who have  
31 caregiving responsibilities.  
32



33 *Agreement*  
34

35 The following agreement is intended to increase the visibility of and support for the  
36 caregiving needs of supervisors and their employees.  
37

- 38 1. Whenever possible, units should be mindful that committee work and service  
39 responsibilities may be impacted by caregiver responsibilities.  
40
- 41 2. Supervisors will, when feasible, provide flexibility to members. Members may be  
42 permitted to attend faculty meetings and other departmental meetings remotely  
43 during periods of emergency caregiving needs, with supervisor approval.  
44

- 1 3. Units will, as feasible, consider the caregiver's needs in scheduling times, days,  
2 and modalities of classes and with respect to the needs and priorities of our  
3 students, their department and the University.
- 4
- 5 4. Employees are strongly encouraged to seek information and support from PSU  
6 Human Resources Leaves and Accommodations Team as FMLA/OFLA benefits  
7 may be available to support some caregiving needs of employees.
- 8
- 9 5. The University will increase training and resources for managers, including chairs  
10 and associate and assistant deans and directors, related to support for the  
11 caregiving needs of employees within their units.
- 12
- 13 6. The PSU President will establish an advisory committee and determine the  
14 number and composition of the committee. At least one of those persons to be  
15 chosen by the President will be from a list of AAUP members provided to him by  
16 AAUP.
- 17
- 18 7. The purpose of the committee will be to elevate the issues and challenges  
19 related to caregiving responsibilities of faculty and staff and to identify areas  
20 where the University can enhance their ability to fulfill their caregiving  
21 responsibilities to their families (however they are defined) and to meet their  
22 employment responsibilities to the University, their colleagues, and students  
23

24  
25 This agreement shall be effective upon signature of the parties and shall remain in  
26 effect through June 15, 2023.  
27  
28  
29

<u>For the University</u>	<u>For the Association</u>
 <small>Shelly Chabon (May 9, 2022 17:37 PDT)</small>	 <small>David Kinsella (May 9, 2022 22:31 PDT)</small>
<hr/> Shelly Chabon, Vice Provost for Academic Personnel	<hr/> David Kinsella, Vice President Collective Bargaining
05/09/2022 <hr/> Date	05/09/2022 <hr/> Date

30