



MEMORANDUM OF UNDERSTANDING

REGARDING DEPARTMENTAL AND UNIT PROFESSIONAL RESPONSIBILITIES POLICIES

This Memorandum of Understanding (the "MOU") is between the United Academics of the University of Oregon, AAUP/AFT, AFL-CIO (the "Union") and the University of Oregon (the "University").

WHEREAS, the Union and the University have agreed to a schedule for the implementation of certain provisions of the Collective Bargaining Agreement between the University and the Union (the "CBA"); and

WHEREAS, consistent with that schedule, the development of written departmental and unit policies as required by Article 17 of the CBA for the assignment of professional responsibilities, which shall define a 1.0 FTE workload will not be completed until AY 14-15.

NOW, THEREFORE, the parties agree as follows:

Notwithstanding Article 16, Section 14 of the CBA, the University and the Union agree that the historical practices in the Physical Education and Recreation unit regarding calculation of FTE that are not otherwise unlawful or noncompliant with applicable, duly-adopted University administrative rules, policies and procedures, shall remain in effect until July 1, 2015, or until otherwise overridden by approved departmental and unit policies established in accordance with Article 17, Section 2 of the CBA, whichever is earlier.

This MOU shall terminate on July 1, 2015, unless otherwise extended by mutual, written agreement executed by representatives with authority to bind the University and the Union.

United Academics of the University of Oregon,
AAUP/AFT, AFL-CIO

University of Oregon

By: [Signature]

By: [Signature]

Date: April 1, 2014

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OFFICE OF THE SENIOR VICE PRESIDENT AND PROVOST

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