

MEMORANDUM OF UNDERSTANDING

REGARDING SHORT-TERM FACULTY EXCLUDED FROM THE BARGAINING UNIT

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

WHEREAS, the University occasionally hires employees in faculty positions for limited duration; and

WHEREAS, the Collective Bargaining Agreement requires the University to file an extensive amount of paperwork associated with a bargaining unit hire; and

WHEREAS, the University has limited resources that could be better spent not processing an extensive amount of paperwork for short-term employees; and

WHEREAS, the University cannot state with certainty how many short-term employees are employed by the university, nor where they are employed.

NOW, THEREFORE, the parties agree as follows:

All faculty holding appointments, with the two exceptions listed below, for six weeks or less are excluded from the Union bargaining unit for the duration of this agreement.

Faculty holding appointments of less than six weeks who will remain in the Union bargaining unit are:

1. Faculty holding summer session appointments
2. Faculty hired to replace striking Graduate Teaching Fellows

This MOU shall terminate on June 30, 2017, unless otherwise extended by mutual, written agreement executed by representatives with authority to bind the University and the Union.