

MEMORANDUM OF AGREEMENT

This Memorandum of Agreement ("MOA") is entered into by and between University of Oregon ("UO") and United Academics ("UA"), collectively referred to as "the parties," for the purpose of providing an exception to Article 19 of the current Collective Bargaining Agreement ("CBA") between the parties.

Whereas, Article 19, Section 4(a) provides that "Career NTTF must be reviewed in each contract period prior to consideration for renewal or once every three academic or fiscal years of employment, whichever is sooner;" and

Whereas, the parties, when negotiating this language, did not contemplate the short duration of many funding-contingent Career NTTF contracts; and

Whereas, applying the language of Article 19, Section 4(a), as written, would result in some funding-contingent Career NTTF being reviewed multiple times each year;

Whereas, the parties believe that limiting the review of funding-contingent Career NTTF to once per year honors the spirit of Article 19, Section 4(a) while reducing the burden on both supervisors and faculty.

NOW THEREFORE, the parties agree to the following:

1. Funding-contingent Career NTTF will not need to be reviewed more than once per academic or fiscal year, even if their contract period is less than one year.

Knowing and Voluntary. The parties acknowledge that they have carefully read and fully understand the terms of this MOA, and that they are voluntarily entering into this MOA.

Effective Date. The parties agree that this MOA will be effective on the date on which all parties have signed below.

Entire Agreement. The parties agree that this MOA constitutes the entire agreement between the parties on the matters discussed herein. This MOA fully supersedes any and all prior agreements or understandings between them pertaining to the subject matter

