Memorandum of Agreement between
Portland State University (University)
and the Portland State University Chapter
of the American Association of University Professors (Association)

January 5, 2021

Subject: Mitigation of Effects of prolonged COVID-19 Pandemic on Member workload and well-being; Mitigation of amplified effects of pandemic on members with caregiving responsibilities

Recitals:

The parties acknowledge and share in the challenges to work/life balance during this pandemic.

Agreement:

The Association and the University wish to establish a framework that will assist employees and potentially ease burdens.

1. Whenever possible, committee work and service responsibilities, including significant new projects such as program redesign, will be deferred during this academic year (20-21).

2. Attendance at non-essential meetings shall not be required during this period. Determination of which meetings are essential should be determined by the academic units.

3. Supervisors will provide flexibility to members in scheduling whenever possible.

4. Supervisors and members shall be given a reasonable period of time to respond to each other. Supervisors and members are encouraged to provide notice and schedule meeting times when applicable.

5. Members will be allowed to extend the use of Emergency Paid Sick Leave, provided by the Families First Coronavirus Response Act, to June 30, 2021.

6. Members shall be permitted to reduce their FTE partially, or use applicable leave as necessary during the COVID period. The University agrees that no member will be disciplined or experience any adverse consequences for reducing their FTE or using leave during the COVID period.

The Parties agree that these provisions are temporary, and this agreement is made solely to meet the needs of members during the COVID period. The Association agrees that the provisions of this agreement do not establish a precedent for the continuation of these provisions after the pandemic is over and the University resumes on campus operations.

This agreement shall be implemented upon signature and ratification of the AAUP membership. This MOA shall remain in effect through the 2020-2021 fiscal year.
MOA COVID IMPACT care giving/workload  
January 5, 2021
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<tr>
<th>For the University</th>
<th>For the Association</th>
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<tbody>
<tr>
<td>Shelly Chabon, Vice Provost for Academic Personnel</td>
<td>Theresa McCormick, Vice President Collective Bargaining</td>
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<td>January 5, 2021</td>
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