Memorandum of Agreement (MOA) between
Portland State University (University)
and the Portland State University Chapter
of the American Association of University Professors (Association)
April 5, 2021

Subject: COVID-19 and Workshare impact on Vacation accrual and forfeiture EXTENSION

Recitals:
The parties executed 2020 08Aug24 MOA COVID impact vacation accrual. The agreement was ratified
by the PSU-AAUP membership.

The Parties agree as follows:

1. AAUP bargaining unit members will have until August 31, 2021 to use vacation hours accrued
between 260 hours to a maximum of 305 hours accrual allowed in the above cited agreement.

2. The regular 260 vacation hour cap will be restored on or about September 1. Any vacation accrued
above 260 hours will be forfeited.

3. Supervisor’s will continue to be encouraged to be flexible to allow AAUP vacation-eligible
employees to schedule vacation time before August 31, 2021 to bring their accrual balance
comfortably below the 260-hour accrual limit that will be imposed on September 1, 2021.

This agreement will become effective upon signature and will remain in effect until September 1, 2021.

<table>
<thead>
<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 &amp; Leadership Development</td>
<td>Theresa McCormick, Vice President of Collective Bargaining</td>
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April 5, 2021 | 1:26 PM PDT

Date

April 5, 2021 | 2:36 PM PDT

Date