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2 **Memorandum of Agreement (MOA) between**
3 **Portland State University (University)**
4 **and the Portland State University Chapter**
5 **of the American Association of University Professors (Association)**
6 **8/24/2020**
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9 Subject: COVID-19 and Workshare impact on Vacation accrual and forfeiture
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11
12 *Recitals:*


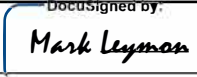
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14 PSU and AAUP recognize that the COVID-19 pandemic led to changes in most vacation plans. Further,
15 members risk being removed from the Workshare program for any week they use their vacation time
16 while participating in Workshare. Vacation days, however, continue to accrue up to 260 days after which
17 vacation hours are forfeited.
18

19 *The Parties agree as follows:*

- 20
21 1. The vacation accrual cap for all AAUP vacation-eligible employees will be temporarily increased
22 to 305 hours from 6/1/2020 - 12/31/2020. This represents an increase of 3 months of accruals from
23 the current unclassified maximum bank of 260 hours to 305 hours.
24
25 2. Additional vacation earned during the period noted in no. 1 above must be used by 05/31/21 or
26 will be forfeited.
27
28 3. Supervisor's will be encouraged to be flexible to allow AAUP vacation-eligible employees to
29 schedule vacation time between 1/1/21 and 05/31/2021 to bring their accrual balance comfortably
30 below the 260-hour accrual limit that will be imposed on 05/21/21.
31

32 This agreement will become effective upon signature and ratification of the parties and will expire on
33 5/31/21.
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35 The parties may re-evaluate this agreement no earlier than December 1, 2020.
36

<u>For the University</u>	<u>For the Association</u>
<small>DocuSigned by:</small>  <small>B333FC565FA54C5...</small> Shelly Chabon, Vice Provost for Academic Personnel & Leadership Development	<small>DocuSigned by:</small>  <small>FA163B5EB2074E8</small> Mark Leyman, Vice President of Collective Bargaining
August 25, 2020 8:55 AM PDT <hr/> Date	August 25, 2020 9:22 AM PDT <hr/> Date