

**Memorandum of Understanding
between Portland State University (University)
and the Portland State University Chapter of the
American Association of University Professors (Association)
November 28, 2022**

Subject: Meaning of the Terms “Annual Salary Rate” and “ASR” as Used in Article 30 of the 2021-2024 Collective Bargaining Agreement and the 2022 Tentative Agreement on Economic Issues

Recital

On October 6, 2022, the University and PSU-AAUP signed a Tentative Agreement (TA) on the economic issues subject to bargaining during the reopener of the 2021-2024 Collective Bargaining Agreement (CBA).

The Parties are now aware that there was a difference of understanding in the interpretation of the terms “Annual Salary Rates” or “ASR” as applied to the bargaining over the Academic Professional salary bands, as well as to the computation of CIE as expressed in multiple provisions contained in Article 30 of the CBA.


With this memorandum the Parties establish their shared understanding of how the terms “Annual Salary Rate” and “ASR” as used in Article 30, including as modified by the Tentative Agreement, will be interpreted for the remainder of the current contract and that neither party accepts the other’s prior interpretation of “annual salary rate” or “ASR” as definitive.

Agreement

1. When calculating pooled amounts for increases in Article 30, Section 4 of the CBA, “annual salary rate” and “ASR” shall mean FTE-adjusted annual salary rate.
2. In Section 2(b) of the Economic TA (Resolution of Economic Issues re Automatic Economic Reopener) dated October 6, 2022, “Annual Salary Rate” shall mean FTE-adjusted annual salary rate.
3. In consideration of the potential impact of the Parties’ differing interpretations of the terms “Annual Salary Rate” and “ASR,” and in the interest of concluding this economic reopener, the University will provide a total pool of \$217,692 (\$209,281 + \$8,411) to move APs to the newly agreed-upon salary bands in Year 3 of the CBA (FY 2023).
4. The University will provide the Association with spreadsheets showing the preliminary distribution of salary pools defined in Section 4, paragraphs (c)1, (c)2, and (d)3, no later than May 31, 2023, which is thirty (30) days in advance of the earliest effective date of the salary increases funded by those pools.

This agreement shall be effective upon signature and approval by the PSU-AAUP Executive Council.

For the University

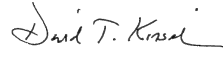

Shelly Chabon (Nov 28, 2022 21:44 PST)

Shelly Chabon, Vice Provost for Academic
Personnel

11/28/2022

Date

For the Association



David Kinsella, Vice President Collective
Bargaining

11/28/2022

Date