Memorandum of Understanding (MOU) between
Portland State University (University)
and the Portland State University Chapter
of the American Association of University Professors (Association)
November 2, 2022

Subject: Additional Recognition of Employees’ Caregiver Responsibilities and University
Support for Caregivers

Recital

On May 9, 2022, the University and the Association agreed to an MOU regarding The
University’s Ongoing Support of Caregivers. One aspect of that MOU was the University’s
agreement to establish a Presidential Caregiver Advisory Committee. The purpose of that
committee is to elevate the issues and challenges related to caregiving responsibilities of faculty
and staff and to identify areas where the University can enhance their ability to fulfill their
caregiving responsibilities to their families (however they are defined) and to meet their
employment responsibilities to the University, their colleagues, and students.

On August 31, 2022, during negotiations of the economic reopener of the Parties’ collective
bargaining agreement, the Parties reached a tentative agreement on several matters related to
caregiving, which the Parties anticipate, if ratified by the Association’s members, would be
included in a new article of their collective bargaining agreement (Article 29 - Caregivers
Recognition and Support). These agreements further expand upon the University’s existing
support of its employees who are also caregivers.

In addition, during the August 31 negotiations, the Parties also reached agreement about other
ways that the work of caregivers could be recognized and supported at the University. As the
Parties were memorializing their agreements from August 31 negotiations, they determined that
the agreements reflected below should be documented in a separate MOU.

Agreement

1. The University will provide managers (including directors, chairs/chair equivalent, and
   assistant and associate deans) with training and resources related to supporting the caregiving
   needs of the employees they supervise.

2. The University and the Association suggest the Presidential Caregiver Advisory
   Committee revisit the University’s inclement weather policies and if and how inclement weather
   events may impact employees with caregiving responsibilities.

This agreement shall be effective upon signature of the parties and approval of the PSU-AAUP
Executive Council and shall remain in effect through November 30, 2024.
For the University

Shelly Chabon, Vice Provost for Academic Personnel

11/02/2022

Date

For the Association

David Kinsella, Vice President Collective Bargaining

11/02/2022

Date