

**Memorandum of Understanding between
Portland State University (University)
and the Portland State University Chapter
of the American Association of University Professors (Association)
June 17, 2021**

Subject: Administration of Article 23 Hearing Processes stemming from Article 22 Retrenchment in the Intensive English Language Program (IELP)

Recitals

The President's final plan for Article 22 Retrenchment in the Intensive English Language Program (IELP) calls for the layoff of nine members.

Through this Memorandum of Understanding, the parties wish establish understanding about how they will proceed with the retrenchment hearings in Article 23.

Agreement

1. The University and Association each agree to provide the other party with the name of their respective appointee to the committee holding hearings requested by members concerning layoffs taken as a result of Article 22 ("retrenchment hearings") by June 29, 2021.
2. The parties recognize that the collective bargaining agreement does not set a time by which retrenchment hearings should be set where a member exercises their right to a hearing. The University will schedule retrenchment hearings as soon as practicable, based upon information available to it, including the availability of the persons involved.
3. Employees who have requested a retrenchment hearing, and who are not on contract during the Summer Term will be paid a per diem rate at their last rate of pay to attend the retrenchment hearing should the hearing take place before September 16, 2021.
4. The agreements reflected in this Memorandum of Understanding are not intended to be precedential and are specific only to any layoff and/or salary reductions made as a consequence of the Article 22 retrenchment process for IELP referenced above.
5. The parties will determine the timeline for the Board of Trustee review of appeals pursuant to Article 23 Section 7 as soon as possible.

This agreement shall become effective upon signature of the parties and will expire on September 15, 2021, or after the completion of retrenchment hearings, whichever comes later.

<u>For the University</u>	<u>For the Association</u>
DocuSigned by: <i>Shelly Chabon</i>	DocuSigned by: <i>Theresa McCormick</i>
E333FC665FA54C5 Shelly Chabon, Vice Provost for Academic Personnel	95A403D73648407/... Theresa McCormick, Vice President Collective Bargaining
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