

Memorandum of Understanding
between
University of Oregon
and
United Academics of the University of Oregon, AFT/AAUP, AFL-CIO
regarding the
Career Equity and ATB Salary Increases

This Memorandum of Understanding (“MOU”) is entered into by and between University of Oregon (“University”) and United Academics (“Union”), collectively referred to as “the parties.”

WHEREAS, in August 2022 the parties ratified a successor agreement that established a framework for a Career instructional faculty equity study; and

WHEREAS, in April 2025 the parties ratified a successor agreement that provided a 2.0% pool to fund Career instructional faculty equity increases; and

WHEREAS, the equity study was conducted consistent with the framework established in the CBA and serves as an equal-pay analysis under the Oregon Equal Pay Act; and

THEREFORE, to conclude the study,

The parties agree as follows:

1. Findings: Based on the methodologies employed in a university-wide analysis of Career instructional faculty salaries, no statistically significant findings were observed.
2. Adjustments: In consultation with the Advisory Group, 11 Career instructional faculty, consisting of low outliers and pending equity requests, received salary adjustments dated September 16, 2025, totaling \$106,084.
3. Pool Amount. The total pool amount as defined by the CBA is 2.0% of the salary base of those covered by the equity study, creating a total pool of \$566,979.
4. Remaining Pool. Following the Adjustments the remaining \$460,895 equates to an additional 1.62% to be added to Career instructional classification increases through the FY27 Career Across the Board Increase consistent with the CBA.

Knowing and Voluntary. The parties acknowledge that they have carefully read and fully understand the terms of this MOU, and that they are voluntarily entering into this MOU.

Effective Date. The parties agree that this MOU will be effective on the date at which all parties have signed below.

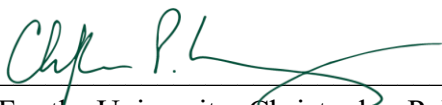
Entire Agreement. The parties' collective bargaining agreement and this MOU represent the parties' entire agreement with respect to the subject matter discussed in this MOU. Except as described in this MOU, there were no inducements or representations leading to the execution of this document.

Disputes. Any disputes arising from the interpretation, implementation, or application of this MOU are subject to the grievance and arbitration provisions of Articles 22 and 23 of the CBA.


Signatures.



For the Union, Kate Mills, President April 28, 2026
Date



For the University, Christopher P. Long, Provost & Senior Vice President April 28, 2026
Date



Chris Meade, Senior Director, Employee and Labor Relations April 28, 2026
Date