

**Tentative Agreement between Portland State University (University)
and the Portland State University Faculty Association (Association)**

1 **Subject:** Tentative Agreement for 2023 Economic Reopener (PSU/PSUFA)

2 **Recital:**

3 Direct bargaining for the 2023 economic reopener began on March 10, 2023, and the 150-day
4 mandatory direct bargaining period ended on August 7, 2023. On August 18, the University
5 submitted the unresolved issues for mediation. The parties engaged in an additional direct
6 bargaining session on September 1 and then, on September 18, 2023, the parties engaged in
7 their first mediation session led by an Employment Relations Board mediator.

8 On September 18 the parties reached a Tentative Agreement on all open economic
9 components of their negotiations. The parties also agreed that remaining contract language
10 regarding those economic components that had not been fully resolved in the mediation could
11 be addressed through the work of a writing subgroup.

12 Following the September 18 Tentative Agreement, the parties met several times as a writing
13 subgroup to develop changes to the CBA that supported the Tentative Agreement of September
14 18. The writing subgroup successfully finished its work in early October and the language was
15 presented to each bargaining team for consensus approval.

16 **Agreement:**

17 1. The parties have reached a Tentative Agreement on all aspects of their negotiations in
18 the economic reopener and agreed to changes to their CBA.

19 2. By their respective signatures below, the University and the Union represent that their
20 respective bargaining teams have agreed to the changes to the CBA reflected in the
21 September 18 Tentative Agreement and in this Tentative Agreement.

22 3. The parties agree that this Tentative Agreement shall be submitted to the membership of
23 the Union for a ratification vote.

24 4. After a successful ratification vote, the contract changes represented in this Tentative
25 Agreement will be incorporated in the CBA. The amended CBA will then be distributed
26 by the University to the parties in electronic format (PDF) and the University will provide
27 25 printed copies to PSUFA leadership.

28 5. The parties agree that the changes to the CBA reached in this Tentative Agreement are
29 as follows below, where new language is underlined and deleted language is struck
30 through (note headings are underlined and in bold in the original and are not changes):

31 **Article 12. SALARIES AND PAYROLL ADMINISTRATION**

32 **Section 2. Instructional Appointments and Minimum Salary Rates**

33 Minimum salaries for members of the bargaining unit who are employed as Aadjunct faculty or
34 Emeritus faculty will be set at a per-credit rate of no less than the following:

35 Effective Fall Term 2023 Minimum: \$1,271 (includes +\$35 & 10% COLA see Section 4)
36 Effective Fall Term 2024 Minimum: \$1,339–\$1,362 (includes +\$45 & 1.75%–3.5%, variable
37 COLA based on CPI-U West Region).

38 Effective Fall Term 2019 ————— \$1043
39 Effective Fall Term 2021 ————— \$1084 (includes + 1% COLA see Section 4)
40 Effective Fall Term 2022 ————— \$1120 (includes + 1% COLA see Section 4)

41 **Section 3. Research Appointments and Minimum Salary Rates**

42 Members of the bargaining unit who are employed as Research Assistants or Research
43 Associates will be appointed at salary rates no less than the following:

44 Research Assistant, effective September 16, 2023
45 • \$30.38 per hour (includes 10% COLA see Section 4)
46 Research Assistant, effective September 16, 2024
47 • \$32.23–\$32.79 per hour (includes 1.75%–3.5% COLA, variable based on CPI see
48 section 4)
49 Research Associate, effective September 16, 2023
50 • \$32.53 per hour (includes 10% COLA see Section 4)
51 Research Associate, effective September 16, 2024
52 • \$34.42–\$35.01 per hour (includes 1.75%–3.5% COLA, variable based on CPI see
53 section 4)

54 ~~Research Assistant, effective September 16, 2019 \$24.50-~~
55 ~~Research Assistant, effective September 16, 2021 \$25.62 (includes + 1% COLA see Section 4)~~
56 ~~Research Assistant, effective September 16, 2022 \$26.61(includes + 1% COLA see Section 4)~~
57 ~~Research Associate, Effective September 16, 2019 \$26.41-~~
58 ~~Research Associate, effective September 16, 2021 \$27.55 (includes + 1% COLA see Section 4)~~
59 ~~Research Associate, effective September 16, 2022 \$28.56 (includes + 1% COLA see Section 4)~~

60 **Section 4. Cost of Living Adjustments (COLA)**

61 Effective September 16, 2023, all eligible adjunct faculty members will receive a cost of living
62 adjustment of 10% to their salary rate.

63 Effective September 16, 2024, all eligible adjunct faculty members will receive a cost of living
64 adjustment to their salary rate on the first day of their first employment period during the
65 academic year. Such adjustment will be equal to the percentage change in the CPI. If the
66 percentage increase in CPI is less than 1.75%, then the increase will be 1.75%. If the
67 percentage increase in CPI is more than 3.5%, then the increase will be 3.5%.

68 For the purpose of this Article, "CPI" means the West Region for All Urban Consumers (CPI-U
69 West Region) for the previous 12-month period as published in or near November by the U.S.
70 Department of Labor's Bureau of Labor Statistics.

71 ~~Effective September 16, 2021, and again on September 16, 2022, all eligible adjunct faculty~~
72 ~~members will receive a cost of living adjustment to their salary rate on the first day of their first~~
73 ~~employment period during that academic year. Such adjustment will be a 1% (one) percent~~
74 ~~increase.~~

75 **Section 5. Length of Service Increases**

76 In academic year 2024–25, a one-time length of service payment of \$850 will be made to
77 employees working in an adjunct instructional or research role in any term in the 2024–25
78 academic year (Fall, Winter, Spring) and who have worked in the PSUFA bargaining unit for a
79 minimum of 6 years. For purposes of this payment only, the University will calculate the 6 years
80 of work to include work in the 2024–25 academic year (Fall, Winter, Spring) and work in an
81 adjunct instructional or research role in any prior academic year (Fall, Winter, Spring). Years of
82 work do not need to be consecutive.

83 PSUFA may bring to the Labor Management Committee any instances where an eligible adjunct
84 was not issued a length of service payment because when six years of work was not
85 established because in one or more years they only worked in a summer term. The parties will
86 then discuss providing the payment to such individuals on a case-by-case basis.

87 The payment will be made on or before the last day of winter term 2025. For adjunct faculty
88 working only in the spring term of academic year 2024–25, the payment will be made during the
89 spring term.

90 ~~Per Economic Reopener Negotiation Outcomes Retain current contract language. Parties agree~~
91 ~~to draft a statement of intent.~~

92 ~~Adjunct Faculty Members employed on September 30, 2017 will receive a salary increase~~
93 ~~based on years of continuous service at the University, as of that date, as follows:~~

94 ~~a. Three years of service or more, but less than five years of service: 0.25%~~

95 ~~b. Five years of service or more, but less than seven years of service: 0.50%~~

96 ~~c. Seven years of service or more, but less than nine years of service: 0.75%~~

97 ~~d. Nine years of service or more: 1.00%~~

98 ~~*See PSUFA's Statement of Intent and PSU's Statement of Intent pages 58 and 59.~~

99 ***Remove statements of intent for housekeeping***

100 **Section 6. Compensation for Committee Service, Advising, Mentoring Activities, and**
101 **Special Projects and Certain Curricular Development Work**

102 Adjunct instructional faculty who participate in committee service, advising and mentoring
103 activities, or who are assigned special projects for the University upon University request and
104 Department Chair approval, as provided in Article 8, Section 1, will be compensated for such
105 participation through a salaried wage agreement.

106 Special projects include, but are not limited to, developing courses to be taught by other faculty
107 members and curriculum development, which will be paid for by a salaried wage agreement at
108 an amount determined in advance by the department or employing unit. Advising and mentoring
109 activities include assigned advising and mentoring activities for students not currently enrolled in
110 the adjunct faculty member's course.

111 In addition, adjunct instructional faculty who are assigned to teach either a new course that the
112 department has not previously offered or an existing course that requires major curricular
113 revisions (defined as requiring change to 50% or more of the course content and as determined
114 by the Department Chair) will be compensated for this work through a salaried wage agreement,
115 up to a maximum of \$500.

116 The salaried wage agreement must be negotiated and executed in advance of the faculty
117 member's service or project. The agreement must include an estimate of the anticipated time
118 commitment and an estimated total cost based on a minimum rate of ~~\$25~~ \$29.16 per hour for
119 AY 2023–24. This rate increases with any COLA. In fall 2021, the rate is \$25.25. In fall 2022,
120 the rate is \$25.50. The rate for AY 2024–25 will be between \$30.99 and \$31.53 per hour
121 depending on the variable COLA agreed to in Section 4. These rates were increased in
122 proportion to the percentage rate increase of the negotiated per-credit minimum inclusive of the
123 COLA.

124 The total amount of compensation for committee service or special projects under this Article
125 12, Section 6, combined with the faculty member's instructional appointment and any other
126 compensation under this Agreement, may not exceed a total FTE of .49 per year.

127 **Section 7. Compensation for Independent Study Supervision**

128 Adjunct instructional faculty who supervise student independent study, ~~with the approval of the~~
129 ~~chair,~~ will be compensated through a salaried wage agreement. The salaried wage agreement
130 must be executed in advance of the faculty member's supervision work on the independent
131 study. The wage agreement must include a fixed salary based on the credits of supervision, as
132 approved by the Chair the credits of the independent study and the corresponding fixed salary
133 identified in the table below. The fixed salary will be the greater of \$100 or \$50 per approved
134 credit. The total amount of compensated service under Article 12, Section 7, combined with the
135 faculty member's instructional appointment and any other compensation under this Agreement,
136 may not exceed a total FTE of .49 per year.

<u>Credit Hours of Independent Study</u>	<u>Compensation</u>
<u>1 credit hour</u>	<u>\$153</u>
<u>2 credit hours</u>	<u>\$230</u>
<u>3 credit hours</u>	<u>\$306</u>
<u>4 credit hours</u>	<u>\$383</u>

137 **Section 9. Compensation for Contract Negotiations**

138 The University agrees to compensate up to three (3) bargaining unit members for the purpose of
 139 preparing for and participating in the negotiation of a successor Agreement, re-opened
 140 Agreement, or expedited bargaining, as provided in this Section.

141 ~~The first, third, and fifth Union bargaining team members will be compensated as provided in~~
 142 ~~this Section. The second, fourth, and sixth Union bargaining team members will not be entitled~~
 143 ~~to compensation under this Section.~~

144 The compensation for contract negotiations is intended to be sufficient to compensate the
 145 member for time spent to prepare for and participate in the negotiations. "Participate in
 146 negotiations" includes the scheduled bargaining sessions, team caucus meetings, preparation
 147 time to bargain, and time to do research and analysis for bargaining. Compensation for each
 148 bargaining unit member will be the equivalent of ~~two~~ four credits per term for the duration of the
 149 contract negotiations not to exceed a maximum of four terms.

150 Only those bargaining unit members currently under contract in the bargaining unit with the
 151 University are eligible for compensation under this Section. Members compensated under this
 152 Section will be compensated through a salaried wage agreement. The agreement must include
 153 an estimate of the anticipated time commitment and a corresponding fixed salary based on a
 154 per-credit equivalency, up to a maximum of ~~two~~ four credits for the duration of the contract
 155 negotiations not to exceed a maximum of four terms as provided above. The total amount of
 156 compensated service under this Article 12, Section 9, combined with the faculty member's
 157 instructional/research appointment and any other compensation under this Agreement, may not
 158 exceed a total FTE of .49 per year. The salaried wage agreement must be executed in advance
 159 of the faculty member's participation in contract negotiations.

160 **Section 11. Release Time for Other Union Duties**

161 Members designated by the Union shall be compensated by the University for the performance
 162 of Union activities related to administering the CBA. Compensation for these members will be
 163 secured using an hourly wage agreement at the special projects rate of Article 12 Section 6.
 164 The University and the Union agree that a pool of ~~six hundred (600)~~ seven hundred (700) hours
 165 per fiscal year will be available for this purpose. The total amount of compensated service under
 166 this Article 12, Section ~~42~~ 11, combined with the faculty member's instructional appointment and
 167 any other compensation under this Agreement, may not exceed a total FTE of .49 per year.

168 **Section 12. Retirement Benefits**

169 Adjuncts are eligible to choose between the Public Employee Retirement System of the
170 Optional Retirement Plan. Adjuncts may also elect to make contributions to the PSU voluntary
171 retirement contribution plans. More information about available options is available at the
172 following link <https://www.pdx.edu/human-resources/retirement>

173 PSU shall pay the percent (6%) employee contribution to any eligible adjunct faculty employee's
174 Individual Account Program (IAP) established under ORS 238A.300 and ORS 238A.305,
175 including the amount required under ORS 238.215. For those eligible adjunct faculty
176 participating in the Optional Retirement Plan (ORP) in Tiers 1, 2, or 3 under ORS 243.815, PSU
177 will pay the percent employee contribution satisfying the 414(h) contribution option.

178 **Section 13. Sick Leave**

179 **13.1. General Provisions**

180 a) A bargaining unit member may use accrued sick leave for paid time off during
181 any leave that qualifies under Family Medical Leave Act (FMLA), Oregon Family
182 Leave Act (OFLA), Oregon Paid Family & Medical Leave (Paid Leave Oregon),
183 the Americans with Disabilities Act (ADA), or the University standards governing
184 use of sick time, including maternity leave or paternity leave upon the addition of
185 a child to the member's family (whether by birth, adoption or otherwise). Sick
186 leave begins accruing on the first day of employment.

187 For details on the eligibility, use and restrictions of sick leave, please refer to the
188 PSU Sick Leave Policy, found on the University Policy Library website.

189 **13.2. Accrual Rates**

190 a) PSUFA represented faculty earn 1 hour of sick leave for every 30 21.66 hours
191 worked and may accrue up to a maximum of 100 hrs. There is no limit to the
192 amount of sick leave that may be accrued by a bargaining unit member. At the
193 end of a given fiscal year, all accrued sick hours are carried over and available
194 for use during the following year. Overtime exempt employees paid on a salaried
195 basis are presumed to work a prorated share of 40 hours per week (173.33 hours
196 per month) based on their paid FTE.

197 b) If a current PSUFA bargaining unit member moves to another PSU employee
198 group, the sick leave balance already accrued by that employee will remain.

199 For questions regarding these benefits, contact leaves@pdx.edu.

200 **Article 13. FACULTY EDUCATION FUND AND PROFESSIONAL DEVELOPMENT**

201 **Section 1. Faculty Education Fund**

202 The University will provide a fund for faculty education of ~~\$45,000~~ \$65,000 per fiscal year for
203 ~~each~~ the remaining years of this Agreement for the payment of tuition for members of the
204 bargaining unit. Bargaining unit members may apply for funds to be used for enrollment in

205 career-related PSU courses. To be eligible to apply, members must have worked in the
206 bargaining unit during the academic year preceding or during the year in which the course is
207 taken.

208 Requests will be completed by faculty, approved by the Union as to eligibility and amount, and
209 forwarded to the Office of Academic Affairs for review and processing until funds are expended.
210 Bargaining unit members may apply each term and shall submit one application for all courses
211 in the academic term for which funds are sought. For applicants pursuing an advanced degree,
212 the applicant may apply for funds on a term-by-term basis or for all coursework in that Academic
213 Year, including summer. For courses attended pursuant to this section, members shall pay
214 ~~\$24.00~~ \$31.00 per credit hour.

215 If, at the end of a given fiscal year, all available Faculty Education Funds are not expended,
216 funds will be carried over and available for use during the next fiscal year. PSU will notify
217 PSUFA of the total amount being carried over no later than August 31st.

- 218 • September 1 for Fall Term courses, or all courses in a year for advanced degree-
219 seeking applicants
- 220 • March 1 for Spring Term courses, or all courses in a year for advanced degree-seeking
221 applicants
- 222 • December 1 for Winter Term courses, or all courses in a year for advanced degree-
223 seeking applicants
- 224 • June 1 for Summer Term courses, or all courses in a year for advanced degree-seeking
225 applicants

226 Application for the Faculty Education Funds is contained in Appendix C (1).

227 This document is for reference only. Please use the online application:
228 <https://awa.knack.aft.org/online-membership#psufa-ed-app/>

229 **APPENDIX C (1): APPLICATION FOR FACULTY EDUCATION FUND**

230 **This document is for reference only: please use the online application:**
231 **<https://awa.knack.aft.org/online-membership#psufa-prof-dev/>**

232 Eligibility to Apply: Membership in the part-time faculty bargaining unit during the academic year
233 preceding or during the year in which the course is taken. If you have any questions, email the
234 PSU Faculty Association at benefits@psufa.org.

<u>Name (First and Last):</u>	
Street Address:	
<u>City, State, Zip:</u>	
<u>Employee ID:</u>	
<u>Email:</u>	

<u>Telephone:</u>	
<u>Employing Department(s):</u>	

235 (1) List most recent term, academic year and position assignment:

Year Taught	Department, Course No.	Course Title

236 (2) List the term, course(s), and credit hours you plan to take [complete a separate form for
237 each academic term]:

Term	Department, Course No., Credit Hours	Course Title

238 (3) Please explain how the course(s) you plan to take fits into the development of your career:
239 _____

240 Signature: _____ Date: _____

241 Please observe the following deadlines:

242 September 1 for Fall Term courses March 1 for Spring Term courses
243 December 1 for Winter Term course June 1 for Summer Term courses

244 *Advanced degree-seeking applicants may apply for their full year of courses using any of the*
245 *above application deadlines.*

246 Pursuant to Article 13, Section 1, of the PSU & AFT Agreement: Faculty member pays ~~\$24.00~~
247 ~~\$31.00~~ per credit hour. The balance of the instructional fee (tuition) will be charged to index
248 OAA 030 as a fee remission. All other fees (resource, building, incidental, health service, and
249 any course-specific fees) will be remitted against the specific income account, as appropriate.

<i>For PSU Faculty Association Use Only</i>	_____ Approval for the Association
<i>For OAA Use Only</i>	_____ Approval for the University
<i>For Cashiers Use Only</i>	

250 **Section 3. Transfer Between Funds and Modifications of Application Forms**

251 Transfer Between Funds and Modification of Application Forms

252 The University and the Union agree to modify the forms in Appendix C outside of collective
253 bargaining, as needed.

254 The University and the Union may agree to shift unallocated funds from Professional
255 Development funds to the Faculty Education fund and/or to the Technology and Equipment
256 Fund in a single fiscal year as demand warrants.

257 **Section 6. Technology and Equipment Fund**

258 The University will provide a fund ~~for technology purchases by members of the bargaining unit~~
259 ~~in the amount of \$20,000 per fiscal year to purchase technology and/or equipment to support an~~
260 ~~adjunct faculty member's work at PSU. All Adjuncts may apply for up to \$1,000 once every 4~~
261 ~~years to be~~ The funds may be used for purchasing computers, laptops, webcams, headphones
262 and or other technology and equipment necessary for their work at PSU that has not yet been
263 provided by their that has not already been provided by the adjunct's employing unit(s). To
264 apply, members ~~To be eligible for an award of these funds, adjuncts must be employed working~~
265 in the bargaining unit during the academic year in which they apply for an award. Adjuncts may
266 apply for an award of these funds in an amount up to \$1,500 once every 4 academic years.

267 Requests will be completed by faculty; approved by the Department Chair or equivalent and by
268 the Union; and forwarded to the Office of Academic Affairs for review and processing until funds
269 are expended. All requests for technology or equipment to be purchased from this fund must
270 cover the entire cost of the technology or equipment. Departments or units may agree to
271 supplement any requests for an award that exceeds \$1,500.

272 Following approval, the faculty member may choose to work with their employing unit to
273 purchase the equipment on their behalf to avoid out-of-pocket expenses or they may purchase
274 the equipment on their own and submit receipts for reimbursement.

275 Any technology or equipment purchased through this fund will remain property of PSU and its
276 use is subject to all PSU policies.

277 Application to access ~~for~~ the Technology and Equipment Fund is contained in Appendix C (3)
278 (4).

279 Appendix C (4) is for reference only; ~~please~~ and applicants are asked to use the online
280 application.

281 <https://awa.knack.aft.org/psufa#psufa-technology-fund/>

282 **APPENDIX C (4): APPLICATION FOR ADJUNCT TECHNOLOGY AND EQUIPMENT FUND**

283 The Technology and Equipment Fund may be used to purchase computers, laptops, webcams,
284 headphones or other technology and equipment that has not already been provided by the
285 adjunct's employing unit(s).

286 **Eligibility**

- 287 • To apply, you must be working in the bargaining unit at least one term during the
288 academic year in which your request is made.
289 • Adjuncts may apply for an award of these funds in an amount up to \$1,500 once every 4
290 academic years.

<u>Name (First and Last):</u>	
<u>Street Address:</u>	
<u>City, State, Zip:</u>	
<u>Employee ID:</u>	
<u>Email:</u>	
<u>Employing Department(s):</u>	
<u>Most Recent Term Employed by PSU:</u>	

291 What technology or equipment (items) are you requesting?

292 What will the technology be used for in relation to your PSU teaching or research work?

293 How much are you requesting? \$1,500 maximum unless supplemented by unit.

294 Department Chair or equivalent approval (a purchasing index is required if the amount is above
295 \$1,500). A copy of an email is acceptable.

296 I acknowledge that any technology or equipment purchased through this fund will remain
297 property of PSU and its use is subject to all PSU policies.

298 Signature: _____ Date: _____

299 **Article 15. ADJUNCT FACULTY FINANCIAL ASSISTANCE FUND**

- 300 1. The University will provide an Adjunct Faculty Financial Assistance Fund of \$300,000
301 \$325,000 per fiscal year for the remaining length of the contract, net of other payroll
302 expense costs, ~~to provide financial support~~ for members of the bargaining unit who
303 experience financial hardship or who have qualifying caregiving expenses.

304 Financial hardship includes but is not limited to the following circumstances or events:
305 sudden loss of income; housing insecurity; family crisis or urgent need; unanticipated or
306 catastrophic losses. The Adjunct Financial Assistance Fund may also be used to provide
307 financial support to Adjuncts who have ongoing caregiving responsibilities that
308 occasionally or unexpectedly conflict with their PSU work demands or that result in
309 additional financial expenses when engaging in activities such as University-supported
310 travel or professional development. Members Adjuncts must indicate the amount of
311 assistance they are requesting when applying to access the Financial Assistance Fund.

- 312 2. This fund may not be used for reimbursement of health insurance premiums or direct
313 reimbursement of health care expenses. Access to this fund is not a substitute for a
314 health care plan.
- 315 3. ~~Each Term the Union will notify the University's Human Resources office of the~~
316 ~~members to be paid and the amount of each, pursuant to the following schedule:-~~
317 Application deadlines for adjuncts eligible to receive assistance funds are as follows:
- 318 a. July 1 ~~for benefits~~ for assistance for Summer Term
319 b. December 1 ~~for benefits~~ for assistance for Fall Term
320 c. March 1 ~~for benefits~~ for assistance for Winter Term
321 d. May 1 ~~for benefits~~ for assistance for Spring Term
- 322 4. Each term the Union will notify the University's Human Resources office of the approved
323 payments to be made prior to the 15th of the corresponding month in 3. above. in order
324 for the adjunct faculty member to receive payment in that same month.
- 325 5. To be eligible for the Adjunct Faculty Financial Assistance Fund the individual must be
326 part of the adjunct bargaining unit and employed at PSU during the term for which they
327 are applying, or in the previous term.
- 328 6. The Human Resources office will process payments to the members as a payroll item,
329 subject to applicable taxes and withholdings until funds are expended in this account.
- 330 7. ~~If, a~~At the end of a given fiscal year, if all available Adjunct Financial Assistance funds
331 are not expended from this account they, those funds will be carried over and made
332 available for use in the Adjunct Faculty Financial Assistance Fund during the next fiscal
333 year.
- 334 8. The Application form for the Adjunct Faculty Financial Assistance Fund is contained in
335 Appendix C (3). See Appendix c (3): application for adjunct faculty assistance fund (page
336 50).
337 This document is for reference only; please use the online application at:
338 <https://awa.knack.aft.org/online-membership#psufa-assistance/>

339 **APPENDIX C (3): APPLICATION FOR ADJUNCT FACULTY FINANCIAL ASSISTANCE**
340 **FUND**

341 The Adjunct Faculty Financial Assistance Fund provides financial support for members of the
342 bargaining unit who experience financial hardship. Financial hardship includes but is not limited
343 to the following circumstances or events: sudden loss of income; housing insecurity; family crisis
344 or urgent need; unanticipated or catastrophic losses. The Adjunct Financial Assistance Fund
345 may also be used to provide financial support to adjuncts who have ongoing caregiving
346 responsibilities that occasionally or unexpectedly conflict with their PSU work demands or that
347 result in additional financial expenses when engaging in activities such as University-supported
348 travel or professional development. Adjuncts Members must indicate the amount of assistance
349 they are requesting when applying to access the Adjunct Financial Assistance Fund. This fund

350 is not intended to be used for reimbursement of health insurance premiums or direct
351 reimbursement of health care expenses.

352 This document is for reference only; please use the online application at:
353 <https://awa.knack.aft.org/online-membership#psufa-assistance/>

354 Eligibility to Apply:

- 355 • Membership in PSU's part-time faculty bargaining unit
- 356 • Employed as an instructor or researcher during the term for which assistance is
357 requested, or the term prior
- 358 • Experiencing immediate financial hardship requiring assistance, and/or
- 359 • Handling ongoing caregiving responsibilities that occasionally or unexpectedly conflict
360 with PSU work demands

<u>Name (First and Last):</u>	
<u>Street Address:</u>	
<u>City, State, Zip:</u>	
<u>Employee ID:</u>	
<u>Email:</u>	
<u>Telephone:</u>	
<u>Employing Department(s):</u>	

361 Give most recent term employed at PSU and position assignment:

362 _____

363 Please specify amount of funding requested \$:

364 _____

365 Signature _____ Date _____

366 Please observe the following application deadlines:

- 367 • July 1 for assistance for Summer Term
- 368 • December 1 for assistance for Fall Term
- 369 • March 1 for assistance for Winter Term
- 370 • May 1 for assistance for Spring Term

371 PSUFA does not require proof of your need for financial assistance.

372 If you have any questions, email the PSU Faculty Association at benefits@psufa.org

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Letter of Agreement No. 2023 – 001
Between
Portland State University
and Portland State University Faculty Association

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This letter of agreement reflects the parties' shared support for adjunct faculty input, consultation, and engagement in their departments. The parties agree as follows:

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1. For academic year 2023–24 and for academic year 2024–25, \$7500 will be made available to the LMC committee Labor Management Committee to incentivize adjunct inclusion. Up to ten academic units with high adjunct density will receive \$750 each academic year to support adjunct participation in department meetings and/or in other departmental work. The Department chair will select the participating adjunct(s), who has the right to accept or reject this additional work assignment. adjuncts will be identified by departments and offered their department work assignments in the Fall term 2023. If fewer than ten academic units participate in the 2023–24 academic year, these funds will carry over into the 2024–25 academic year. The University will encourage participation by departments in 2023–24 in use of these funds, in order to capture experiences of departments in the survey discussed below.

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2. The Department to be offered these funds will be selected in collaboration between the Union and the University through LMC based primarily on adjunct density in departments and programs.

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3. In the Fall term of 2024, with input from PSUFA concerning the information to be collected, the University will survey departments about their respective efforts to integrate adjunct faculty members in their department, including through department meetings. The survey should be completed by January 6, 2025, and shared with the Union at a subsequent Labor Management Committee meeting.

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4. The results of this survey will be used to develop future recommendations and/or inform any future negotiations regarding departmental adjunct inclusion.

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This Letter of Agreement supplants LOA No. 2020 – 001, will be attached to the current CBA, and will remain in effect until the expiration of the 2020–2025 contract.

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Letter of Agreement No. 2023 – 002
Between
Portland State University
and Portland State University Faculty Association

406 In preparation for 2025 successor negotiations, the parties will convene a task force to research
407 options for salary increases or other additional compensation for adjuncts based on length of
408 employment at PSU.



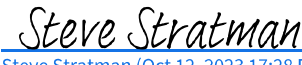

409 The task force will produce a report identifying different mechanisms that the parties may
410 consider to devise a salary or additional compensation structure that takes into account the
411 amount of time the adjunct faculty has worked at the University as well as other factors that the
412 members of the task force determine are salient or relevant when considering additional
413 compensation based upon length of service at the University. The report should be finalized
414 within one year of the ratification of the agreement reached in the 2023 economic reopener. The
415 report will be presented by the task force to the Labor Management Committee.

416 The task force will consist of 3 Adjuncts appointed by the Union and 3 representatives of the
417 University appointed by the University.

418 Compensation for adjuncts serving on the task force will be secured using an hourly wage
419 agreement at the rate set for compensation for committee service under Article 12, Section
420 6. The total amount of compensated service will be no more than 150 hours total for all 3
421 adjunct faculty serving on the task force. Any compensation paid under this section, when
422 combined with the faculty member's instructional or research appointment and any other
423 compensation under this Agreement, may not exceed a total FTE of .49 per year.

424 By the end of Spring term 2024, the task force will provide LMC a report about the status of the
425 progress of the work to date, a description of the work performed, the time it took to perform that
426 work, and the expected remaining work to be performed.

- 427 **REMOVE LOAs:**
- 428 1. **Remove** LOA NO. 2020 – 001 Adjunct Inclusion Funds (Supplanted by LOA NO. 2023 –
- 429 001)
- 430 2. **Remove EXPIRED** LOA NO. 2020 – 002 - RGS Listening Sessions
- 431 3. **Remove EXPIRED** LOA NO. 2020 – 003 - One-time Bonus
- 432 4. **Remove EXPIRED** LOA NO. 2020 – 004 - Onboarding/Orientation
- 433 **REMOVE STATEMENTS OF INTENT PG 58-61**

For University		For Association	
 <u>Shelly Chabon (Oct 12, 2023 17:15 PDT)</u>	10/12/2023	 <u>Ariana Jacob</u>	10/13/2023
Shelly Chabon Interim Provost	Date	Ariana Jacob Chair of Collective Bargaining	Date
 <u>Steve Stratman (Oct 12, 2023 17:28 PDT)</u>	10/12/2023	 <u>Lyndsie Compton (Oct 13, 2023 14:10 PDT)</u>	10/13/2023
Steve Stratman Director of Academic Labor Relations	Date	Lyndsie Compton Executive Council Co-Chair & Chair of Grievances	Date