

**Memorandum of Understanding
COVID-19 and satisfactory progress**

This Memorandum of Understanding ("MOU") is between the University of Oregon ("University") and the Graduate Teaching Fellows Federation, AFT Local 3544 AFL/CIO ("Union"), collectively referred to as the Parties, to address temporary clarifications of Article 16 of the Parties' 2019-2022 collective bargaining agreement ("CBA").

The COVID crisis and the shift to a remote posture has had an adverse effect on the ability of graduate students and GEs to progress in research and required coursework and fieldwork, which inevitably delays progress toward degree. Employing unit and departmental GDRS definitions of satisfactory progress are not currently equipped to take into account this impact on progress toward degree. The language below temporarily clarifies Article 16, Sections 8 and 9 of the CBA to more directly reflect current conditions.

No GE/grad student shall be discharged, denied a GE position, or have a GE position revoked due to a lack of satisfactory progress towards degree after the onset of the COVID-19 pandemic (Spring 2020) and until one full term after a vaccine conferring immunity against COVID-19 is available to all bargaining unit members. Any assessments of non-satisfactory progress thereafter shall not take into consideration progress made or not made during the aforementioned period. No communications regarding non-satisfactory progress during this period will be entered into the student's employment file.