

1 **UNITED ACADEMICS PROPOSAL**

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3 **COMPENSATION**

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5 **Section 1. Individual Faculty Salary Increases.** Nothing in this article prevents Administration
6 from making individual faculty salary increases, as needed, on a case-by-case basis, including
7 retention raises or equity adjustments.
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9 **MERIT RAISES**

10 **Section 2. General Provisions.** All merit raises should be based on job performance relative to a
11 faculty member's position description and based on the Annual Reviews completed since the
12 previous merit raise.
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14 All faculty members will be eligible for a merit raise if they had an appointment at OSU during
15 the academic year preceding the effective date of the raise.
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17 All faculty members who had a successful Annual Review in the year preceding a merit raise
18 shall receive at raise equivalent to a least half of the percentage size of the merit pool. No merit
19 raise may exceed twice the percentage size of the merit pool. [If the merit pool is equivalent to
20 4.0% of total faculty salaries, no faculty member with a successful Annual Review can receive
21 less than a 2.0% merit raise or more than an 8.0% merit raise.]
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23 All faculty members will be given notice of their percentage merit increase at least thirty days
24 before the raise goes into effect.
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26 Merit increases will be applied to the faculty member's base salary after the application of
27 across-the-board increases and equity adjustments.
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29 **Section 3. Merit Pools.** For each year of the Agreement, the Administration will establish a
30 centrally-funded salary pool equivalent to 4.0% of total faculty salary in each academic unit to be
31 distributed to each academic unit for salary increases effective January 1 of each year.
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33 **ACROSS-THE-BOARD INCREASES**

34 **Section 4. General Provisions.** All bargaining unit faculty members who had an appointment
35 during the academic year preceding the effective date of the salary increase will be eligible for an
36 across-the-board increase.
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38 Across-the-board increases will be applied to a bargaining unit faculty member's base salary
39 before a merit raise or equity adjustment.
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41 **Section 5. Across-the-Board Percentage.** For each year of the Agreement, all eligible
42 bargaining unit faculty members will receive an across-the-board increase to their base salary of
43 2.65%. Salary increases will be effective January 1 of each year.
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45 **EQUITY ADJUSTMENTS**

1 **Section 6. General Provisions.** Within two months of the ratification of this Agreement, the
2 Parties will convene an Equity Adjustment Joint-Labor Management Committee made up of
3 three members from each Party to outline a procedure for identifying and applying equity
4 adjustments in the form of increases to salary. The Equity Adjustment Committee should
5 consider all forms of salary inequity, including discriminatory inequity, inequity with external
6 comparators, inequity between tenure-track and fixed-term salaries within a unit or college, and
7 compression/inversion within academic units.

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9 The Equity Adjustment Committee will take into account all existing policies and procedures for
10 the distribution of salary increases in determining how to apply equity adjustments.

11
12 Equity increases will be applied to the faculty member's base salary after the application of
13 across-the-board increases.

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15 **Section 7. Equity Adjustments.** For each year of the Agreement, the Administration will
16 establish a university-wide salary pool equivalent to 2.0% of total faculty salary. The equity pool
17 will be distributed through the mechanisms developed by the Equity Adjustment Committee.
18 Salary increases will be effective January 1 of each year.

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20 **SALARY FLOORS**

21 **Section 8.** Effective January 1, 2020 minimum salary floors will be in effect for fixed-term
22 appointments in the following categories at 1.0 FTE:

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Categories	9-month Salary	12-month Salary
Professor (Clinical)	\$46,636	\$57,000
Professor (Extension)	\$46,636	\$57,000
Professor (Practice)	\$46,636	\$57,000
Professor (Senior Research)	\$46,636	\$57,000
Instructor	\$44,000	\$53,777
Instructor (PAC)	\$30,000	\$36,667
Faculty Research Assistant	\$34,364	\$42,000
Lecturer	\$44,000	\$53,777
Research Associate	\$36,000	\$44,000
Research Associate (Postdoc)	\$36,000	\$44,000

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25 **Section 9.** The salary floor in each category will increase by the percentage of the across-the-
26 board raise for that year.

27
28 **Section 10.** The salary floor for each rank within a category will be at least 10% more than the
29 floor for the preceding rank (e.g. Instructor = \$44,000, Senior Instructor I = \$48,400, Senior
30 Instructor II = \$53,240).

1 **Section 11.** The minimum salary floor for Postdoctoral Scholars will be the amount set by the
2 NIH minimum salary schedule and based on the years in rank. Salary floors will be adjusted each
3 year pursuant to the NIH schedule.

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5 **ADDITIONAL COMPENSATION**

6 **Section 12. Promotion Raises.** All bargaining unit faculty who are promoted in rank will
7 receive a 10% salary increase effective on the pay period immediately following their successful
8 promotion.

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10 **Section 13. Sea Pay.** In addition to base salary and compensation as required by law, sea pay
11 applies when a bargaining unit faculty member has been at sea on a vessel while underway or at
12 anchor (not docked). The additional bonus compensation for sea pay will be according to the
13 following schedule:

- 14 a. 00.01 to 24.00 hours - \$50
- 15 b. 24.01 to 48.00 hours - \$100
- 16 c. 48.01 to 60.00 hours - \$150
- 17 d. 60.01 to 72.00 hours - \$200
- 18 e. 72.02 to 84.00 hours - \$250
- 19 f. 84.01 to 96.00 hours - \$300
- 20 g. An additional \$50 for every 12 hours

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22 **Section 14. Workload Adjustments**

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24 a. If a bargaining unit faculty member has their FTE reduced with no demonstrable
25 corresponding reduction in workload, the faculty member's base salary will not be
26 reduced.
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28 b. If a bargaining unit faculty member has their workload significantly increased with no
29 corresponding increase in FTE, the bargaining unit faculty member's base salary will be
30 increased in proportion to the workload increase.
- 31
32 c. Both Parties recognize that professional responsibilities ebb and flow throughout a
33 contract period. The provisions of this section are not meant to address minor or normal
34 fluctuations in workload.

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36 **Section 15. Salary Maintenance.** Faculty members who transition from one position at OSU to
37 a different position with a break in service less than one year shall not suffer a decrease in base
38 salary.

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40 **Section 16. Child Care Credit.** A bargaining unit faculty member who is qualified for, has
41 applied for, and not received a child care subsidy from Oregon State University shall receive \$50
42 per month per child for the purposes of subsidizing off-campus child care. A bargaining unit
43 faculty member who is on a waitlist for on-campus child care shall receive \$50 per month per
44 child for the purposes of subsidizing off-campus child care.