

1 UNITED ACADEMICS PROPOSAL

2
3 COMPENSATION

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5 **Section 1. Individual Salary Increases.** Nothing in this Article prevents the Employer from
6 making individual bargaining unit member salary increases, as needed, on a case-by-case basis,
7 including retention increases or equity adjustments.

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9 **Section 2. Merit Increases.**

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11 a. Merit increases should be based on the assessment of the bargaining unit member’s job
12 performance relative to their position description, as measured in the bargaining unit
13 member’s Periodic Review of Faculty (PROF) and/or unit-level merit review processes
14 conducted with input from faculty.
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16 b. Bargaining unit members who had an appointment at OSU during the academic year
17 preceding the effective date of the increase and met expectations in their most recent
18 PROF shall be eligible to receive merit increases. A bargaining unit member who has
19 complied with the written requirements for the merit review process of their employing
20 unit will not be denied eligibility for a merit increase because the Employer did not
21 complete the merit review or PROF process.
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23 c. Effective January 1, 2020 (for 12-month appointments) and February 1, 2020 (for 9-
24 month appointments), the Employer will establish a university-wide salary pool
25 equivalent to 3.0% of the total salary pool of bargaining unit employees. Eligible
26 bargaining unit members, as defined in Section 2(b), will receive a merit increase of at
27 least 1.8%. No merit increase may exceed 6.0%.
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29 d. The Parties agree to re-open the contract for the purposes of discussing wages only for
30 fiscal years 2022-2024 with negotiations beginning in Spring Term 2021. Either Party
31 may initiate these negotiations by providing the other with written notice. The Parties will
32 meet to begin negotiations within thirty days of this notice.
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34 e. Eligible bargaining unit members, as defined in Section 2(b), who are not employed on
35 the effective date of merit increases will have their merit increase applied at the
36 beginning of the next pay period in the same rank.

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38 **Section 3. Salary Minimums.**

- 39 a. Effective September 16, 2020, salary minimums will be in effect for fixed-term
40 appointments in the following categories at 1.0 FTE:

Categories	9-month Salary	12-month Salary
Professor (Clinical)	\$46,638	\$57,000
Professor (Extension)	\$46,638	\$57,000
Professor (Practice)	\$46,638	\$57,000

Professor (Senior Research)	\$46,638	\$57,000
Lecturer	\$43,002	\$52,558
Instructor	\$43,002	\$52,558
Instructor (ESL)	\$43,002	\$52,558
Instructor (ALS)	\$43,002	\$52,558
Instructor (PAC)	\$30,000	\$36,667
Faculty Research Assistant	\$34,364	\$42,000
Research Associate	\$36,000	\$44,004
Research Associate (Postdoc)	\$36,000	\$44,004

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2 b. Effective September 16, 2021, the salary minimum for each rank within a category will
3 be at least 10% more than the floor for the preceding rank (e.g. Instructor = \$43,002,
4 Senior Instructor I = \$47,302, Senior Instructor II = \$52,032).

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6 **Section 4. Postdoctoral Scholar Salaries.** The salary minimum for Postdoctoral Scholars will
7 be the amount set by the National Institutes of Health (NIH) minimum salary schedule and based
8 on the years of experience. Salary minimums will be adjusted pursuant to the NIH schedule.

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10 **Section 5. Promotion Raises.** All bargaining unit members who achieve promotion in rank will
11 receive a 10% salary increase.

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13 **Section 6. Sea Pay.** In addition to base salary, bargaining unit members eligible for sea pay shall
14 be compensated, consistent with university policy, when they have been at sea on a vessel while
15 underway or at anchor (not docked) for greater than a period of twenty-four consecutive hours at
16 the minimum additional compensation of \$100 per day. Employing units who wish to increase
17 pay above the minimum additional compensation rate of \$100 per day may do so by using an
18 established additional tier of pay.

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20 **Section 8. Professional Development.** The Employer recognizes the importance of
21 professional development support and opportunities for bargaining unit members to
22 improve their work in teaching, scholarship, and/or public engagement in order to fulfill
23 Oregon State University's mission. The Employer agrees to support professional
24 development by allowing for the reasonable absence from job duties to participate in
25 professional development activities, so long as the bargaining unit member seeks approval
26 for such absence from their supervisor in advance. The availability of professional
27 development funds is budget-dependent, and amounts may vary from year to year. Each
28 academic college, school, department, or unit will create policies and procedures
29 establishing eligibility and governing the distribution of any budgeted funds to support
30 professional development, including any application and decision-making process for
31 professional development funds that are awarded competitively. These policies and
32 procedures will be developed in consultation with academic unit faculty.
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1 Priority for professional development funds may be given to bargaining unit members for
2 whom such funds aid in their preparations for consideration for promotion and tenure,
3 significantly improve performance of required job duties, or meet other unit, college, or
4 university goals as defined in the academic college, school, department or unit policies. No
5 bargaining unit member will be arbitrarily denied access to professional development
6 opportunities.

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8 Fixed-Term bargaining unit members shall not be held accountable in evaluative decisions
9 for the failure to participate in professional development related activities for which funding
10 was required but unavailable or denied.

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12 **Section 8.** Upon request, the Employer will work with bargaining unit members to identify
13 whether funds to support travel, registration, fees, equipment and materials, and other
14 expenses will be available at the time of expenditure.

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16 **Section 9. Discretionary Development Funds.** The Employer may provide bargaining unit
17 members access to discretionary funds to support their scholarship or other professional
18 activities, consistent with university policies and procedures. Such funds remain University
19 property while being available for use as determined by the assigned bargaining unit
20 member in the conduct of University business, as consistent with the guidelines established
21 in the awarding of the funds. Under no circumstances may the funds be used to augment the
22 annual salary rate of the bargaining unit member nor may they be cashed out at the end of a
23 bargaining unit member's employment. All equipment or materials purchased with such funds
24 remain the property of the University. Such funds may not be reassigned to another purpose prior
25 to any deadline set in writing at the time they were awarded or with less than one months' notice
26 to the bargaining unit member. If there are circumstances in which the financial position of the
27 university requires use of previously awarded discretionary funds, those funds will be restored as
28 soon as it is financially viable.

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For United Academics Date

For the Employer Date