

UNITED ACADEMICS PROPOSAL

COMPENSATION

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

MERIT RAISES

Section 2. Merit Raises. General Provisions. Merit raises should be based on the assessment of the bargaining unit member's job performance **relative to their position description and the Annual Reviews completed since the previous merit raise.**

All bargaining unit members will be eligible for a merit raise if they had an appointment at OSU during the academic year preceding the effective date of the raise.

Bargaining unit members who had a successful review shall ~~be eligible to receive a merit increase consistent with the guidelines of the salary increase program as announced by the Provost for each year of the Agreement (dates of contract).~~ receive a merit raise equivalent to a least half of the percentage size of the merit pool. No merit raise may exceed twice the percentage size of the merit pool. [If the merit pool is equivalent to 4.0% of total faculty salaries, no bargaining unit member with a successful Annual Review can receive less than a 2.0% merit raise or more than an 8.0% merit raise.]

All bargaining unit members will be given notice of their percentage merit increase at least thirty days before the raise goes into effect.

Merit increases will be applied to the bargaining unit member's base salary after the application of across-the-board increases and equity adjustments.

Section 3. Merit Pools.

The Employer will establish a centrally-funded salary pool equivalent to 4.0% of total faculty salary in each academic unit to be distributed to each academic unit for salary increases effective January 1, 2021.

The Employer will establish a centrally-funded salary pool equivalent to 4.0% of total faculty salary in each academic unit to be distributed to each academic unit for salary increases effective January 1, 2022.

The Employer will establish a centrally-funded salary pool equivalent to 4.0% of total faculty salary in each academic unit to be distributed to each academic unit for salary increases effective January 1, 2023.

ACROSS-THE-BOARD INCREASES

Section 4. General Provisions. All bargaining unit members who had an appointment during the academic year preceding the effective date of the salary increase will receive an across-the-board increase.

Across-the-board increases will be applied to a bargaining unit member's base salary before a merit raise or equity adjustment.

Section 5. Across-the-Board Percentage.

All eligible bargaining unit members will receive an across-the-board increase to their base salary of 2.65% effective January 1, 2021.

All eligible bargaining unit members will receive an across-the-board increase to their base salary of 2.65% effective January 1, 2022.

All eligible bargaining unit members will receive an across-the-board increase to their base salary of 2.65% effective January 1, 2023.

EQUITY ADJUSTMENTS

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

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

Equity adjustments will be applied to the bargaining unit member's base salary after the application of across-the-board increases.

Section 7. Equity Adjustments.

The Employer will establish a university-wide salary pool equivalent to 2.0% of total faculty salary to be distributed for equity adjustments in the form of salary increases effective January 1, 2021.

The Employer will establish a university-wide salary pool equivalent to 2.0% of total faculty salary to be distributed for equity adjustments in the form of salary increases effective January 1, 2022.

The Employer will establish a university-wide salary pool equivalent to 2.0% of total faculty salary to be distributed for equity adjustments in the form of salary increases effective January 1, 2023.

All salary increases funded through these pools will be distributed through the mechanisms developed by the Equity Adjustment Committee.

SALARY MINIMUMS

Section 3 8. Effective September 16, 2020, salary minimums will be in effect for fixed-term 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
Instructor	\$44,000 \$40,005	\$53,777 \$48,895
Instructor (ESL)	\$34,011	\$41,568
Instructor (ALS)	\$40,005	\$48,895
Instructor (PAC)	\$30,000 \$28,000	\$36,667 \$34,224
Faculty Research Assistant	\$34,364 \$31,122	\$42,000 \$38,040
Lecturer	\$44,000 \$40,005	\$53,777 \$48,895
Research Associate	\$36,000	\$44,004
Research Associate (Postdoc)	\$36,000	\$44,004

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

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

Section 4 11. The salary minimum for incoming Postdoctoral Scholars will be the amount set by the National Institutes of Health (NIH) minimum salary schedule and based on years of experience. Salary minimums will be adjusted pursuant to the NIH schedule.

ADDITIONAL COMPENSATION

Section 5 12. Promotion Raises. All bargaining unit members who achieve promotion in rank will receive a 10% salary increase, unless otherwise noted in this Agreement. effective the pay period immediately following their successful promotion.

Section 6 13. Sea Pay. In addition to base salary and compensation as required by law, sea pay applies when a bargaining unit members eligible for sea pay shall be compensated, consistent with university policy, when they have been at sea on a vessel while underway or at anchor (not docked) for greater than a period of 24 consecutive hours. The minimum additional compensation for sea pay will be:

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

Section 14. Workload Adjustments

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

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

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

~~**Section 7. Professional Development.** The Administration recognizes the importance of professional development support and opportunities for eligible bargaining unit members in order to fulfill Oregon State University's mission. Each academic college, school, department or unit will create policies governing the distribution of professional development funds. Priority for professional development funds may be given to bargaining unit members for whom such funds contribute to promotion and tenure requirements, significantly improve performance of required job duties, or meet other unit goals as defined in the academic college, school, department or unit policies.~~