

**Memorandum of Understanding  
Implementation of Salary Program for FY20**

The Parties, United Academics of Oregon State University (“UAOSU”) and Oregon State University (“Employer”), agree that any salary increase for members of the UAOSU bargaining unit for the fiscal year July 1, 2019 through June 30, 2020 shall be determined and implemented in accordance with the terms below. While the Parties will continue to discuss and negotiate, as part of their ongoing negotiations over their inaugural bargaining agreement, the manner in which bargaining unit members may receive or be eligible for salary increases in future fiscal years covered by that bargaining agreement, the Parties agree that this Memorandum of Understanding serves as the negotiated salary increase for bargaining unit members for FY2020 and that the Parties, therefore, will not negotiate any further on the subject of salary increases for that or prior fiscal years.

All bargaining unit members hired as faculty members at Oregon State University before January 1, 2019 who have an appointment less than a 0.50 FTE will receive a cost-of-living adjustment of 3% in their base annual salary rate effective January 1, 2020 for 12-month faculty, and February 1, 2020 for 9-month faculty.

All bargaining unit members hired as faculty members at Oregon State University before January 1, 2019 who have an appointment of 0.50 FTE or greater who have performed at a satisfactory level or better and have received an evaluation within university guidelines will receive a merit increase of 1.8 percent in their base annual salary rate effective January 1, 2020 for 12-month faculty, and February 1, 2020 for 9-month faculty. An additional increase may be allocated to bargaining unit members based on performance, compression, and/or equity considerations. The maximum increase a bargaining unit member may receive in this program is 6 percent (increase for satisfactory performance plus any additional discretionary increase). The maximum allocation for the salary program in each academic and administrative budget unit is 3 percent of the unit’s salary base for bargaining unit members.

In order to ensure that bargaining unit members who are eligible for a merit raise are not disadvantaged by a lack of review, the Employer will verify that all bargaining unit members who have an appointment 0.50 FTE or greater have received an evaluation within university guidelines before December 1, 2019. The Parties agree that no bargaining unit member should be disqualified from eligibility for a merit raise due to a lack of a qualifying review.

This offer expires on November 26, 2019.

**UNITED ACADEMICS**

**EMPLOYER**

\_\_\_\_\_  
Dave Cecil

\_\_\_\_\_  
Date

\_\_\_\_\_  
Heather Horn

\_\_\_\_\_  
Date