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4 **COMPENSATION**

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

9
10 **~~MERIT RAISES~~**

11
12 **Section 2. ~~General Provisions.~~ Merit Increases.** Merit ~~raises~~ **increases** should be based on the assessment
13 of the bargaining unit member's job performance relative to their position description ~~and the Annual~~
14 ~~Reviews completed since the previous merit raise.~~

15
16 **All bargaining unit members will be eligible for a merit raise if they had an appointment at OSU during the**
17 **academic year preceding the effective date of the raise.**

18
19 Bargaining unit members who had a successful review shall **be eligible to** receive a merit ~~raises~~ **increases**
20 **consistent with the guidelines of the salary increase program as announced by the University for each**
21 **year of the Agreement:**

22
23 **Effective January 1, 2020 (for 12-month appointments) and February 1, 2020 (for 9-month**
24 **appointments), the Employer will implement a salary increase program equivalent to 3% of the**
25 **total salary pool of bargaining unit employees, distributable on the basis of merit to individual**
26 **bargaining unit members at levels ranging from 1.8% to 6%.**

27
28 **For FY 2021, bargaining unit members will be eligible for whatever campus-wide salary increase**
29 **program may be announced by the University, effective January 1, 2021 (for 12-month**
30 **appointments) and February 1, 2021 (for 9-month appointments). Should no salary program be**
31 **announced for FY 2021, or the campus-wide salary pool be less than 1%, a 1% pool will be created**
32 **for bargaining unit members and distributed on the basis of merit.**

33
34 **For FY 2022, bargaining unit members will be eligible for whatever campus-wide salary increase**
35 **program may be announced by the University, effective January 1, 2022 (for 12-month**
36 **appointments) and February 1, 2022 (for 9-month appointments). Should no salary program be**
37 **announced for FY 2022, or the campus-wide program be less than 1%, a 1% pool will be created**
38 **for bargaining unit members and distributed on the basis of merit.**

39
40 **For FY 2023, bargaining unit members will be eligible for whatever campus-wide salary increase**
41 **program may be announced by the University, effective January 1, 2023 (for 12-month**
42 **appointments) and February 1, 2023 (for 9-month appointments). Should no salary program be**
43 **announced for FY 2023, or the campus-wide program be less than 1%, a 1% pool will be created**
44 **for bargaining unit members and distributed on the basis of merit.**

45
46 **For FY 2024, bargaining unit members will be eligible for whatever campus-wide salary increase**
47 **program may be announced by the University, effective January 1, 2024 (for 12-month**

1 appointments) and February 1, 2024 (for 9-month appointments). Should no salary program be
2 announced for FY 2024, or the campus-wide program be less than 1%, a 1% pool will be created
3 for bargaining unit members and distributed on the basis of merit.
4

5 ~~Bargaining unit members will be eligible for a merit increase~~ if they had an appointment at OSU during
6 the academic year preceding the effective date of the ~~raises-increase~~. ~~Bargaining unit members who hold~~
7 ~~a less than 0.50 appointment and are employed during the academic year preceding the effective date of~~
8 ~~the raise, will be eligible for a merit raise upon reappointment.~~ ~~equivalent to a least half of the percentage~~
9 ~~size of the merit pool. No merit raise may exceed twice the percentage size of the merit pool. [If the merit~~
10 ~~pool is equivalent to 4.0% of total faculty salaries, no bargaining unit member with a successful Annual~~
11 ~~Review can receive less than a 2.0% merit raise or more than an 8.0% merit raise.]~~

12
13 ~~All bargaining unit members will be given notice of their percentage merit increase at least thirty days~~
14 ~~before the raise goes into effect.~~

15
16 ~~**Section 3. Merit Pools.**~~

17
18 ~~The Employer will establish a centrally funded salary pool equivalent to 4.0% of total faculty salary in each~~
19 ~~academic unit to be distributed to each academic unit for salary increases effective January 1, 2021.~~

20
21 ~~The Employer will establish a centrally funded salary pool equivalent to 4.0% of total faculty salary in each~~
22 ~~academic unit to be distributed to each academic unit for salary increases effective January 1, 2022.~~

23
24 ~~The Employer will establish a centrally funded salary pool equivalent to 4.0% of total faculty salary in each~~
25 ~~academic unit to be distributed to each academic unit for salary increases effective January 1, 2023.~~

26
27 ~~**ACROSS THE BOARD INCREASES**~~

28
29 ~~**Section 4. General Provisions.** All bargaining unit members who had an appointment during the academic~~
30 ~~year preceding the effective date of the salary increase will receive an across the board increase.~~

31
32 ~~**Section 5. Across the Board Percentage.**~~

33
34 ~~All eligible bargaining unit members will receive an across the board increase to their base salary of 2.65%~~
35 ~~effective January 1, 2021.~~

36
37 ~~All eligible bargaining unit members will receive an across the board increase to their base salary of 2.65%~~
38 ~~effective January 1, 2022.~~

39
40 ~~All eligible bargaining unit members will receive an across the board increase to their base salary of 2.65%~~
41 ~~effective January 1, 2023.~~

42
43 ~~**EQUITY ADJUSTMENTS**~~

44
45 ~~**Section 6. General Provisions.** Within two months of the ratification of this Agreement, the Parties will~~
46 ~~convene an Equity Adjustment Joint Labor Management Committee made up of three members from~~
47 ~~each Party to outline a procedure for identifying and applying equity adjustments in the form of increases~~

1 to salary. The Equity Adjustment Committee should consider all forms of salary inequity, including
2 discriminatory inequity, inequity with external comparators, inequity between tenure track and fixed-
3 term salaries within a unit or college, and compression/inversion within academic units.

4
5 The Equity Adjustment Committee will take into account all existing policies and procedures for the
6 distribution of salary increases in determining how to apply equity adjustments.

7
8 **Section 7. Equity Adjustments.**

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

11
12 The Employer will establish a university wide salary pool equivalent to 2.0% of total faculty salary to be
13 distributed for equity adjustments in the form of salary increases effective January 1, 2022.

14
15 The Employer will establish a university wide salary pool equivalent to 2.0% of total faculty salary to be
16 distributed for equity adjustments in the form of salary increases effective January, 2023.

17
18 All salary increases funded through these pools will be distributed through the mechanisms developed by
19 the Equity Adjustment Committee.

20
21 **SALARY FLOORS**

22
23 **Section 83. Salary Minimums.** Effective September 16, 2020, salary minimums will be in effect for fixed-
24 term appointments in the following categories at 1.0 FTE:

25

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)	\$40,005	\$48,895
Instructor (ALS)	\$40,005	\$48,895
Instructor (PAC)	\$30,000 \$28,000	\$36,667 \$34,224
Faculty Research Assistant	\$34,364 \$32,724	\$42,000 \$40,000
Lecturer	\$44,000 \$40,005	\$53,777 \$48,895
Research Associate	\$36,000	\$44,004
Research Associate (Postdoc)	\$36,000	\$44,004

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

29
30 **Section 104.** The salary minimum for each rank within a category will be at least 10% more than the floor

1 for the preceding rank (e.g. Instructor = \$44,000, Senior Instructor I = \$48,400, Senior Instructor II =
2 \$53,240).

3
4 **Section 114.** The salary minimum for **incoming** Postdoctoral Scholars will be the amount set by the
5 National Institutes of Health (NIH) minimum salary schedule and based on the years of experience. Salary
6 minimums will be adjusted pursuant to the NIH schedule.

7
8 **ADDITIONAL COMPENSATION**

9
10 **Section 125. Promotion Raises.** All bargaining unit members who achieve promotion in rank will receive
11 a 10% salary increase, **unless otherwise noted in this Agreement.** effective the pay period immediately
12 following their successful promotion.

13
14 **Section 136. Sea Pay.** In addition to base salary and compensation as required by law, sea pay applies
15 when a bargaining unit members **eligible for sea pay shall be compensated, consistent with university**
16 **policy, when they have** has been at sea on a vessel while underway or at anchor (not docked) **for greater**
17 **than a period of 24 consecutive hours at t**The minimum additional compensation for sea pay will be of
18 **\$100 per day.**—

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

26
27 **Section 14. Workload Adjustments**

28 a. If a bargaining unit member has their FTE reduced with no demonstrable corresponding reduction in
29 workload, the bargaining unit member's base salary will not be reduced.

30
31 b. If a bargaining unit member has their workload significantly increased with no corresponding increase
32 in FTE, the bargaining unit member's base salary will be increased in proportion to the workload increase.

33
34 c. Both Parties recognize that professional responsibilities ebb and flow throughout a contract period. The
35 provisions of this section are not meant to address minor or normal fluctuations in workload.

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

39
40 **Section 16. Child Care Credit.** A bargaining unit member who is qualified for, has applied for, and not
41 received a child care subsidy from Oregon State University shall receive \$50 per month per child for the
42 purposes of subsidizing off campus child care. A bargaining unit member who is on a waitlist for on-
43 campus child care shall receive \$50 per month per child for the purposes of subsidizing off campus child
44 care.

45
46 **Section 71. Professional Development.** The Employer recognizes the importance of professional
47 development support and opportunities for **eligible** bargaining unit members **to improve their work**

1 in teaching, scholarship, or public engagement in order to fulfill Oregon State University's mission.
2 The Employer agrees to support professional development by providing funding and the allowance
3 for reasonable absence from job duties to participate in professional development activities.
4

5 Professional development funds may also be utilized to support research and teaching through the
6 purchase of specialized equipment, materials, or services that enhance a faculty member's ability to
7 perform their job duties.
8

9 **Section 2.** ~~The availability of professional development funds is budget-dependent, and amounts~~
10 ~~may vary from year to year.~~ Each academic college, school, department or unit will create policies
11 ~~and procedures~~ governing the distribution of **any budgeted funds to support** professional
12 ~~development funds,~~ including any application and decision-making process for **professional**
13 **development funds that are awarded** competitively ~~funds,~~ as well as policies governing absences to
14 ~~participate in professional development activities.~~ These policies **and procedures** will be developed
15 in consultation with academic unit faculty. ~~All decisions about the actual distribution of professional~~
16 ~~development funds shall be made with academic unit faculty input.~~
17

18 ~~No bargaining unit member will be arbitrarily denied access to professional development~~
19 ~~opportunities.~~
20

21 Priority for professional development funds may be given to bargaining unit members for whom such
22 funds **aid in their preparations for consideration for** ~~contribute to~~ promotion and tenure
23 ~~requirements,~~ significantly improve performance of required job duties, or meet other unit, **college, or**
24 **university** goals as defined in the academic college, school, department or unit policies.
25

26 ~~Fixed Term bargaining unit members shall not be held accountable in evaluative decision for the~~
27 ~~failure to participate in professional development related activities for which funding was unavailable~~
28 ~~or denied.~~
29

30 **Section 3.** ~~Bargaining unit members may accrue professional development funds in personal indexes~~
31 ~~or accounts. Under no circumstances will accrued professional development funds be removed from~~
32 ~~the indexes or accounts of a bargaining unit member without the consent of the bargaining unit~~
33 ~~member. Professional development funds may not be used to supplement salary, nor be cashed out~~
34 ~~at the end of the bargaining unit member's employment.~~
35

36 **Section 4.** ~~Funds to support travel, registrations, fees, equipment and materials, and other expenses~~
37 ~~should be available at the time of expenditure. Reimbursements should only be used when it is~~
38 ~~impossible to know the exact amount of the expected charge, such as with mileage reimbursements.~~
39

40 **Section 8. Discretionary Development Funds.** Bargaining unit members may receive discretionary
41 funds for support of their work in scholarship or other activities consistent with university policies
42 and practices. Such funds will be maintained in identifiable indexes or accounts and remain the
43 property of the university. Discretionary development funds may only be used for university business
44 as directed by the university in the awarding of the funds or in university policy. Discretionary
45 Professional development funds may not be used to supplement salary of the bargaining unit
46 member nor may they be cashed out at the end of the bargaining unit member's employment.