

1 UNITED ACADEMICS PROPOSAL

2
3 COMPENSATION

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5 **Section 1. Individual Salary Increases.** Nothing in this ~~a~~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 **most**
- 12 **recent Annual Review** and their job performance relative to their position description.
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- 14 b. Bargaining unit members who **had an appointment at OSU during the academic year**
- 15 **preceding the effective date of the increase and** had a successful review shall be eligible to
- 16 receive a merit increases. ~~consistent with the guidelines of the salary increase program as~~
- 17 ~~announced by the University for each year of the Agreement:~~ **No bargaining unit member**
- 18 **will be denied eligibility for a merit increase based on lack of qualifying review by the**
- 19 **Employer.**
- 20
- 21 c. Effective January 1, 2020 (for 12-month appointments) and February 1, 2020 (for 9-month
- 22 appointments), the Employer will implement a salary increase program equivalent to **3.0%**
- 23 **of the total salary pool of bargaining unit employees in each academic unit.** ~~, distributable~~
- 24 ~~on the basis of merit to individual bargaining unit members at levels ranging from 1.8% to~~
- 25 ~~6%.~~ **Eligible bargaining unit members will receive a merit increase of at least 1.8%. No**
- 26 **merit increase may exceed 6.0%.**
- 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.~~

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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.~~

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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.~~

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46 ~~For FY 2024, bargaining unit members will be eligible for whatever campus-wide salary increase~~

1 ~~program may be announced by the University, effective January 1, 2024 (for 12-month~~
2 ~~appointments) and February 1, 2024 (for 9-month appointments). Should no salary program be~~
3 ~~announced for FY 2024, or the campus-wide program be less than 1%, a 1% pool will be created~~
4 ~~for bargaining unit members and distributed on the basis of merit.~~

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6 ~~Bargaining unit members will be eligible for a merit increase if they had an appointment at OSU~~
7 ~~during the academic year preceding the effective date of the increase. Bargaining unit members~~
8 ~~who hold a less than 0.50 appointment and are employed during the academic year preceding the~~
9 ~~effective date of the raise, will be eligible for a merit raise upon reappointment.~~

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11 d. The Employer will establish a centrally-funded salary pool equivalent to 3.0% of total
12 faculty salary in each academic unit to be distributed to each academic unit for salary
13 increases effective January 1, 2021 for 12-month appointments and February 1, 2021 for
14 9-month appointments. Eligible bargaining unit members will receive a merit increase of
15 at least 1.0%. No merit increase may exceed 6.0%.

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17 e. The Employer will establish a centrally-funded salary pool equivalent to 4.0% of total
18 faculty salary in each academic unit to be distributed to each academic unit for salary
19 increases effective January 1, 2022 for 12-month appointments and February 1, 2022 for
20 9-month appointments. Eligible bargaining unit members will receive a merit increase of
21 at least 1.0%. No merit increase may exceed 6.0%.

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23 f. The Employer will establish a centrally-funded salary pool equivalent to 4.0% of total
24 faculty salary in each academic unit to be distributed to each academic unit for salary
25 increases effective January 1, 2023 for 12-month appointments and February 1, 2023 for
26 9-month appointments. Eligible bargaining unit members will receive a merit increase of
27 at least 1.0%. No merit increase may exceed 6.0%.

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29 g. Eligible bargaining unit members who are not employed on the effective date of merit
30 increases will have their merit increase applied beginning their next pay period.

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32 **Section 3. Across-the-Board Increases.** All bargaining unit members who had an appointment
33 during the academic year preceding the effective date of the salary increase will receive an across-
34 the-board increase.

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36 a. All eligible bargaining unit members will receive an across-the-board increase to their base
37 salary of 1.8% effective January 1, 2021.

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39 b. All eligible bargaining unit members will receive an across-the-board increase to their base
40 salary of 2.20% effective January 1, 2022.

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

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45 **Section 4. Equity Adjustments.** The Employer will establish a university-wide salary pool
46 equivalent to 3.0% of total faculty salary to be distributed for equity adjustments in the form of

1 salary increases effective January 1, 2022.

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

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

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13 **Section 3 5. Salary Minimums.**

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

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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	\$40,005 \$43,000	\$48,895 \$52,556
Instructor	\$40,005 \$43,000	\$48,895 \$52,556
Instructor (ESL)	\$40,005 \$43,000	\$48,895 \$52,556
Instructor (ALS)	\$40,005 \$43,000	\$48,895 \$52,556
Instructor (PAC)	\$28,000 \$30,000	\$34,224 \$36,667
Faculty Research Assistant	\$32,724 \$34,364	\$40,000 \$42,000
Research Associate	\$36,000	\$44,004
Research Associate (Postdoc)	\$36,000	\$44,004

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

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21 c. The salary minimum for each rank within a category will be at least 10% more than the
22 floor for the preceding rank (e.g. Instructor = \$43,000, Senior Instructor I = \$47,300, Senior
23 Instructor II = \$52,030).

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

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30 **Section 5 7. Promotion Raises.** All bargaining unit members who achieve promotion in rank will

1 receive a 10% salary increase, ~~unless otherwise noted in this Agreement.~~ **effective the pay period**
2 **immediately following their successful promotion.**

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4 **Section 6 8. Sea Pay.** In addition to base salary, bargaining unit members eligible for sea pay shall
5 be compensated, consistent with university policy, when they have been at sea on a vessel while
6 underway or at anchor (not docked) for greater than a period of 24 **twenty-four** consecutive hours
7 at the minimum additional compensation of \$100 per day.

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9 **Section 9. Workload Adjustments**

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

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

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

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21 **Section 10. Salary Maintenance.** Bargaining unit members who transition from one position at
22 OSU to a different position within the same category with a break in service less than one year
23 shall not suffer a decrease in base salary.

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25 **Section 11. Child Care Credit.** A bargaining unit member who is qualified for, has applied for,
26 and not received a child care subsidy from Oregon State University shall receive \$50 per month
27 per child for the purposes of subsidizing off-campus child care. A bargaining unit member who is
28 on a waitlist for on-campus child care shall receive \$50 per month per child for the purposes of
29 subsidizing off-campus child care.

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31 ~~**Section 7. Professional Development.** The Employer recognizes the importance of~~
32 ~~professional development support and opportunities for eligible bargaining unit members to~~
33 ~~improve their work in teaching, scholarship, or public engagement in order to fulfill Oregon~~
34 ~~State University's mission.~~

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36 ~~The availability of professional development funds is budget dependent, and amounts may~~
37 ~~vary from year to year. Each academic college, school, department or unit will create policies~~
38 ~~and procedures governing the distribution of any budgeted funds to support professional~~
39 ~~development, including any application and decision making process for professional~~
40 ~~development funds that are awarded competitively. These policies and procedures will be~~
41 ~~developed in consultation with academic unit faculty.~~

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43 ~~Priority for professional development funds may be given to bargaining unit members for~~
44 ~~whom such funds aid in their preparations for consideration for promotion and tenure,~~
45 ~~significantly improve performance of required job duties, or meet other unit, college, or university~~
46 ~~goals as defined in the academic college, school, department or unit policies.~~

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