

5 **COMPENSATION**  
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7 **Section 1. Individual Salary Increases.** Nothing in this Article prevents the Employer from making  
8 individual bargaining unit member salary increases, as needed, on a case-by-case basis, including retention  
9 increases or equity adjustments.  
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11 **Section 2. Merit Increases.**

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- 13 a. Merit increases should be based on the assessment of the bargaining unit member's ~~most recent~~  
14 ~~Annual Review~~ and their job performance relative to their position description.  
15
  - 16 b. Bargaining unit members who ~~had an appointment at OSU during the academic year preceding~~  
17 ~~the effective date of the increase and~~ had a successful review shall be eligible to receive a merit  
18 increases. ~~No~~ A bargaining unit member ~~who has complied with the written requirements for the~~  
19 ~~merit increase process of their employing unit~~ will ~~not~~ be denied eligibility for a merit increase  
20 ~~based on a lack of qualifying review by~~ ~~because~~ the Employer ~~did not complete the merit increase~~  
21 ~~and evaluation process.~~  
22
  - 23 c. 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 3.0% of the  
25 total salary pool of bargaining unit employees ~~in each academic unit~~. Eligible bargaining unit  
26 ~~members, as defined in Section 2(b)~~, will receive a merit increase of at least 1.8%. No merit  
27 increase may exceed 6.0%.  
28
  - 29 d. ~~For FY 2021,~~ ~~the~~ Employer will establish a ~~centrally funded~~ ~~campus-wide~~ salary pool equivalent  
30 to ~~3.0%~~ ~~at least 1.5%~~ of total faculty salary in each academic unit to be distributed to each  
31 academic unit for salary increases effective January 1, 2021 for 12-month appointments and  
32 February 1, 2021 for 9-month appointments, ~~or effective upon the established dates of the salary~~  
33 ~~increase program~~. Eligible bargaining unit members, ~~as defined in Section 2(b)~~, will receive a merit  
34 increase of at least 1.0%. ~~No merit increase may exceed 6.0%.~~  
35
  - 36 e. ~~For FY 2022,~~ ~~the~~ Employer will establish a ~~centrally funded~~ ~~campus-wide~~ salary pool equivalent  
37 to ~~4.0%~~ ~~at least 1.5%~~ of total faculty salary in each academic unit to be distributed to each  
38 academic unit for salary increases effective January 1, 2022 for 12-month appointments and  
39 February 1, 2022 for 9-month appointments, ~~or effective upon the established dates of the salary~~  
40 ~~increase program~~. Eligible bargaining unit members, ~~as defined in Section 2(b)~~, will receive a merit  
41 increase of at least 1.0%. ~~No merit increase may exceed 6.0%.~~  
42
  - 43 f. ~~For FY 2023,~~ ~~the~~ Employer will establish a ~~centrally funded~~ ~~campus-wide~~ salary pool equivalent  
44 to ~~4.0%~~ ~~at least 1.0%~~ of total faculty salary in each academic unit to be distributed to each  
45 academic unit for salary increases effective January 1, 2023 for 12-month appointments and  
46 February 1, 2023 for 9-month appointments, ~~or effective upon the established dates of the salary~~  
47 ~~increase program~~. Eligible bargaining unit members, ~~as defined in Section 2(b)~~, will receive a merit

1 increase of at least 1.0%. ~~No merit increase may exceed 6.0%.~~

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- 3 g. For FY 2024, ~~the Employer will establish a campus-wide salary pool equivalent to at least 1.0%~~  
4 ~~of total faculty salary in each academic unit to be distributed to each academic unit for salary~~  
5 ~~increases effective January 1, 2024 for 12-month appointments and February 1, 2024 for 9-month~~  
6 ~~appointments, or effective upon the established dates of the salary increase program. Eligible~~  
7 ~~bargaining unit members, as defined in Section 2(b), will receive a merit increase of at least 1.0%.~~
- 8
- 9 h. Eligible bargaining unit members, ~~as defined in Section 2(b)~~, who are not employed on the  
10 effective date of merit increases will have their merit increase applied ~~at the~~ beginning their next  
11 ~~pay period~~ **reappointment**.
- 12

13 ~~**Section 3. Across the Board Increases.** All bargaining unit members who had an appointment during the~~  
14 ~~academic year preceding the effective date of the salary increase will receive an across the board~~  
15 ~~increase.~~

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- 17 ~~a. All eligible bargaining unit members will receive an across the board increase to their base salary~~  
18 ~~of 1.8% effective January 1, 2021.~~
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- 20 ~~b. All eligible bargaining unit members will receive an across the board increase to their base salary~~  
21 ~~of 2.20% effective January 1, 2022.~~
- 22
- 23 ~~c. All eligible bargaining unit members will receive an across the board increase to their base salary~~  
24 ~~of 2.65% effective January 1, 2023.~~

25

26 ~~**Section 4. Equity Adjustments.** The Employer will establish a university wide salary pool equivalent to~~  
27 ~~3.0% of total faculty salary to be distributed for equity adjustments in the form of salary increases effective~~  
28 ~~January 1, 2022.~~

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

36

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

39

40 **Section 5 3. Salary Minimums.**

- 41 a. Effective September 16, 2020, salary minimums will be in effect for fixed-term appointments in  
42 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	<del>\$43,000</del> \$41,004	<del>\$52,556</del> \$50,116
Instructor	<del>\$43,000</del> \$41,004	<del>\$52,556</del> \$50,116
Instructor (ESL)	<del>\$43,000</del> \$41,004	<del>\$52,556</del> \$50,116
Instructor (ALS)	<del>\$40,005</del> \$41,004	<del>\$52,556</del> \$50,116
Instructor (PAC)	<del>\$30,000</del> \$28,503	<del>\$36,667</del> \$ 34,836
Faculty Research Assistant	<del>\$34,364</del> \$33,552	<del>\$42,000</del> \$41,004
Research Associate	\$36,000	\$44,004
Research Associate (Postdoc)	\$36,000	\$44,004

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

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

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

**Section 7-5. 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 8-6. Sea Pay.** In addition to base salary, 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 twenty-four consecutive hours at the minimum additional compensation of \$100 per day.

**Section 9. 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 10. Salary Maintenance.** Bargaining unit members who transition from one position at OSU to a different position within the same category with a break in service less than one year shall not suffer a

1 decrease in base salary.–

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

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9 ~~**Section 4-7. Professional Development.** The Employer recognizes the importance of professional  
10 development support and opportunities for eligible bargaining unit members to improve their work  
11 in teaching, scholarship, and/or public engagement in order to fulfill Oregon State University's  
12 mission. The Employer agrees to support professional development by providing funding and the  
13 allowance for reasonable absence from job duties to participate in professional development  
14 activities.–~~

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16 ~~**Section 2. Professional Development Funds.** The availability of professional development funds is  
17 budget-dependent, and amounts may vary from year to year. Each academic college, school,  
18 department or unit will create policies and procedures establishing eligibility and governing the  
19 distribution of any budgeted funds to support professional development, including any application  
20 and decision-making process for professional development funds that are awarded competitively.  
21 These policies and procedures will be developed in consultation with academic unit faculty. All  
22 decisions about the actual distribution of professional development funds shall be made with  
23 academic unit faculty input.–~~

24  
25 ~~No bargaining unit member will be arbitrarily denied access to professional development  
26 opportunities.–~~

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

32  
33 ~~**Section 3.** Fixed-Term bargaining unit members shall not be held accountable in evaluative decisions  
34 for the failure to participate in professional development related activities for which funding was  
35 required but unavailable or denied.~~

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

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41 ~~**Section 5-8. Discretionary Development Funds.** Bargaining unit members may receive discretionary  
42 funds for support of their work in scholarship or other activities, consistent with university policies  
43 and procedures. Such funds will be maintained in identifiable indexes or accounts and will remain  
44 the property of the university. Except under circumstances of financial exigency or with the consent  
45 of the bargaining unit member, discretionary development funds will not be removed from the  
46 indexes or accounts of a bargaining unit member within ten years of receipt of the funds. Six months'  
47 notice must be given before removing discretionary development funds from the account of a  
48 bargaining unit member when done without declaration of financial exigency or the consent of the~~

1 ~~bargaining unit member~~. Discretionary development funds may only be used for university business  
2 as directed by the university in the awarding of the funds or in university policy. Discretionary  
3 development funds may not be used to supplement salary of the bargaining unit member nor may  
4 they be cashed out at the end of the bargaining unit member's employment.