

1 UNITED ACADEMICS PROPOSAL

2
3 COMPENSATION

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5 **Section 1. Individual Salary Increases.** Nothing in this 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 job
12 performance relative to their position description, **as measured in the bargaining unit**
13 **member’s Periodic Review of Faculty (PROF) and/or unit-level merit review processes**
14 **conducted by faculty.**
 - 15
 - 16 b. Bargaining unit members who had an appointment at OSU during the academic year
17 preceding the effective date of the increase and ~~had a successful review~~ **met expectations**
18 **in their last PROF** shall be eligible to receive merit increases. A bargaining unit member
19 who has complied with the written requirements for the merit increase process of their
20 employing unit will not be denied eligibility for a merit increase because the Employer
21 did not complete the merit ~~review increase and evaluation~~ **or PROF** process.
22
 - 23 c. Effective January 1, 2020 (for 12-month appointments) and February 1, 2020 (for 9-
24 month appointments), the Employer will ~~implement a salary increase program~~ **establish a**
25 **campus-wide salary pool** equivalent to 3.0% of the total salary pool of bargaining unit
26 employees **to be distributed proportionally to each academic unit.** Eligible bargaining unit
27 members, as defined in Section 2(b), will receive a merit increase of at least 1.8%. No
28 merit increase may exceed 6.0%.
29
 - 30 d. For FY 2021, the Employer will establish a campus-wide salary pool equivalent to ~~at~~
31 ~~least 1.5%~~ **2.0%** of total faculty salary to be distributed **proportionally to each academic**
32 **unit** for salary increases effective January 1, 2021 for 12-month appointments and
33 February 1, 2021 for 9-month appointments, ~~or effective upon the established dates of the~~
34 ~~salary increase program.~~ Eligible bargaining unit members, as defined in Section 2(b),
35 will receive a merit increase of at least 1.0%.
36
 - 37 e. For FY 2022, the Employer will establish a campus-wide salary pool equivalent to ~~at~~
38 ~~least 1.5%~~ **2.0%** of total faculty salary to be distributed **proportionally to each academic**
39 **unit** for salary increases effective January 1, 2022 for 12-month appointments and
40 February 1, 2022 for 9-month appointments, ~~or effective upon the established dates of the~~
41 ~~salary increase program.~~ Eligible bargaining unit members, as defined in Section 2(b),
42 will receive a merit increase of at least 1.0%.
43
 - 44 f. For FY 2023, the Employer will establish a campus-wide salary pool equivalent to ~~at~~
45 ~~least 1.0%~~ **2.0%** of total faculty salary to be distributed **proportionally to each academic**
46 **unit** for salary increases effective January 1, 2023 for 12-month appointments and

1 February 1, 2023 for 9-month appointments, ~~or effective upon the established dates of the~~
2 ~~salary increase program. Eligible bargaining unit members, as defined in Section 2(b),~~
3 ~~will receive a merit increase of at least 1.0%.~~

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5 g. ~~For FY 2024, the Employer will establish a campus-wide salary pool equivalent to at~~
6 ~~least 1.0% of total faculty salary in each academic unit to be distributed to each academic~~
7 ~~unit for salary increases effective January 1, 2024 for 12-month appointments and~~
8 ~~February 1, 2024 for 9-month appointments, or effective upon the established dates of the~~
9 ~~salary increase program. Eligible bargaining unit members, as defined in Section 2(b),~~
10 ~~will receive a merit increase of at least 1.0%.~~

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12 h. Eligible bargaining unit members, as defined in Section 2(b), who are not employed on
13 the effective date of merit increases will have their merit increase applied at the
14 beginning their next **pay period** ~~reappointment~~.

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16 **Section 3. Across-the-Board Increases.** All bargaining unit members who had an appointment
17 at OSU during the academic year preceding the effective date of the increase will receive an
18 across-the-board increase.

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20 a. All eligible bargaining unit members will receive an across-the-board increase to their
21 base salary of 2.65% effective January 1, 2021 for 12-month appointments and February
22 1, 2021 for 9-month appointments.

23
24 b. All eligible bargaining unit members will receive an across-the-board increase to their
25 base salary of 2.65% effective January 1, 2022 for 12-month appointments and February
26 1, 2022 for 9-month appointments.

27
28 c. All eligible bargaining unit members will receive an across-the-board increase to their
29 base salary of 2.65% effective January 1, 2023 for 12-month appointments and February
30 1, 2023 for 9-month appointments.

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32 **Section 4. Equity Adjustments.** The Employer will establish a university-wide salary pool
33 equivalent to 2.0% of total faculty salary to be distributed for equity adjustments in the form of
34 salary increases effective January 1, 2022 for 12-month appointments and February 1, 2022 for
35 9-month appointments.

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

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

1 **Section 3 5. Salary Minimums.**

- 2 a. Effective September 16, 2020, salary minimums will be in effect for fixed-term
3 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	\$41,004 \$43,002	\$50,116 \$52,558
Instructor	\$41,004 \$43,002	\$50,116 \$52,558
Instructor (ESL)	\$41,004 \$43,002	\$50,116 \$52,558
Instructor (ALS)	\$41,004 \$43,002	\$50,116 \$52,558
Instructor (PAC)	\$28,503 \$30,000	\$34,836 \$36,667
Faculty Research Assistant	\$33,552 \$34,364	\$41,004 \$42,000
Research Associate	\$36,000	\$44,004
Research Associate (Postdoc)	\$36,000	\$44,004

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6 b. The salary minimum in each category will increase by the percentage of the across-the-
7 board raise for that year.
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9 c. The salary minimum for each rank within a category will be at least 10% more than the
10 floor for the preceding rank (e.g. Instructor = \$43,002, Senior Instructor I = \$47,302,
11 Senior Instructor II = \$52,032).
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13 **Section 4 6. Postdoctoral Scholar Salaries.** The salary minimum for Postdoctoral Scholars will
14 be the amount set by the National Institutes of Health (NIH) minimum salary schedule and based
15 on the years of experience. Salary minimums will be adjusted pursuant to the NIH schedule.
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17 **Section 5 7. Promotion Raises.** All bargaining unit members who achieve promotion in rank
18 will receive a 10% salary increase, ~~unless otherwise noted in this Agreement.~~
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20 **Section 6 8. Sea Pay.** In addition to base salary, bargaining unit members eligible for sea pay
21 shall be compensated, consistent with university policy, when they have been at sea on a vessel
22 while underway or at anchor (not docked) for greater than a period of twenty-four consecutive
23 hours at the minimum additional compensation of \$100 per day. **Supervisors may, at their**
24 **discretion, increase pay above the minimum additional compensation rate of \$100 per day.**
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26 **Section 9. Child Care Credit.** A bargaining unit member who is qualified for, has applied for,
27 and not received a child care subsidy from Oregon State University shall receive \$50 per month
28 per child for the purposes of subsidizing off-campus child care. A bargaining unit member who
29 is on a waitlist for on-campus child care shall receive \$50 per month per child for the purposes of

1 subsidizing off-campus child care.