

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 ~~satisfactorily~~ met expectations **in their**
18 **most recent PROF** shall be eligible to receive merit increases. **Faculty review committees**
19 **or academic unit heads may grant eligibility to bargaining unit members with a**
20 **satisfactory merit review who would otherwise be ineligible in virtue of their last PROF.**
21 A bargaining unit member who has complied with the written requirements for the merit
22 ~~increase~~ **review** process of their employing unit will not be denied eligibility for a merit
23 increase because the Employer did not complete the merit review **or PROF** process.
- 24
25 c. Effective January 1, 2020 (for 12-month appointments) and February 1, 2020 (for 9-
26 month appointments), the Employer will establish a campus-wide salary pool equivalent
27 to 3.0% of the total salary pool of bargaining unit employees. **The merit raise pool**
28 **available to each academic unit will be 3% of the salary of bargaining unit members in**
29 **that academic unit.** Eligible bargaining unit members, as defined in Section 2(b), will
30 receive a merit increase of at least 1.8%. No merit increase may exceed 6.0%.
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32 d. For FY 2021, the Employer ~~will~~ **may** establish a campus-wide salary pool **equivalent to at**
33 **least 1.5% of total faculty salary** to be distributed for salary increases effective January 1,
34 2021 for 12-month appointments and February 1, 2021 for 9-month appointments. **The**
35 **merit raise pool available to each academic unit will be 1.5% of the salary of bargaining**
36 **unit members in that academic unit. Eligible bargaining unit members, as defined in**
37 **Section 2(b), will receive a merit increase of at least 1.0%.**
- 38
39 e. ~~For FY 2022, the Employer may establish a campus-wide salary pool to be distributed for~~
40 ~~salary increases effective January 1, 2022 for 12-month appointments and February 1,~~
41 ~~2022 for 9-month appointments.~~
- 42
43 f. ~~For FY 2023, the Employer may establish a campus-wide salary pool to be distributed for~~
44 ~~salary increases effective January 1, 2023 for 12-month appointments and February 1,~~
45 ~~2023 for 9-month appointments.~~
- 46

- 1 g. ~~For FY 2024, the Employer may establish a campus-wide salary pool to be distributed to~~
 2 ~~each academic unit for salary increases effective January 1, 2024 for 12-month~~
 3 ~~appointments and February 1, 2024 for 9-month appointments, or effective upon the~~
 4 ~~established dates of the salary increase program.~~
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 6 h. Eligible bargaining unit members, as defined in Section 2(b), who are not employed on
 7 the effective date of merit increases will have their merit increase applied at the
 8 beginning of the next pay period in the same rank.
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10 **Section 3. Salary Equity Joint Labor-Management Committee.** Within two months of the
 11 full execution of this Agreement, the Parties will convene a Salary Equity Joint Labor-
 12 Management Committee to investigate salary inequities and inform compensation reopen
 13 negotiations. The Salary Equity Committee will be made up of three members from each Party.
 14 The Salary Equity Committee will consider all forms of salary inequity, including discriminatory
 15 inequity, inequity with external comparators, inequity between tenure-track and fixed-term
 16 salaries within a unit or college, and compression/inversion within academic units.
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18 **Section 4-3. Salary Minimums.**

- 19 a. Effective September 16, 2020, salary minimums will be in effect for fixed-term
 20 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	\$43,002	\$52,558
Instructor	\$43,002	\$52,558
Instructor (ESL)	\$43,002	\$52,558
Instructor (ALS)	\$43,002	\$52,558
Instructor (PAC)	\$30,000	\$36,667
Faculty Research Assistant	\$34,364	\$42,000
Research Associate	\$36,000	\$44,004
Research Associate (Postdoc)	\$36,000	\$44,004

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 23 b. Effective September 16, ~~2023~~ 2020, the salary minimum for each rank within a category
 24 will be at least 10% more than the floor for the preceding rank (e.g. Instructor = \$43,002,
 25 Senior Instructor I = \$47,302, Senior Instructor II = \$52,032).
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27 **Section 5 4. Postdoctoral Scholar Salaries.** The salary minimum for Postdoctoral Scholars will
 28 be the amount set by the National Institutes of Health (NIH) minimum salary schedule and based
 29 on the years of experience. Salary minimums will be adjusted pursuant to the NIH schedule.

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2 **Section 6 5. Promotion Raises.** All bargaining unit members who achieve promotion in rank
3 will receive a 10% salary increase, ~~unless otherwise noted in this Agreement.~~
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5 **Section 7 6. Sea Pay.** In addition to base salary, bargaining unit members eligible for sea pay
6 shall be compensated, consistent with university policy, when they have been at sea on a vessel
7 while underway or at anchor (not docked) for greater than a period of twenty-four consecutive
8 hours at the minimum additional compensation of \$100 per day. Employing units who wish to
9 increase pay above the minimum **additional** compensation rate of \$100 per day, may do so ~~by~~
10 ~~using an additional tier of pay to be established within university policy.~~
11

12 **Section 8 7. Professional Development.** The Employer recognizes the importance of
13 professional development support and opportunities for bargaining unit members to
14 improve their work in teaching, scholarship, and/or public engagement in order to fulfill
15 Oregon State University's mission. The Employer agrees to support professional
16 development by allowing for the reasonable absence from job duties to participate in
17 professional development activities, so long as the bargaining unit member seeks approval
18 for such absence from their supervisor in advance. The availability of professional
19 development funds is budget-dependent, and amounts may vary from year to year. Each
20 academic college, school, department, or unit will create policies and procedures
21 establishing eligibility and governing the distribution of any budgeted funds to support
22 professional development, including any application and decision-making process for
23 professional development funds that are awarded competitively. These policies and
24 procedures will be developed in consultation with academic unit faculty.
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26 Priority for professional development funds may be given to bargaining unit members for
27 whom such funds aid in their preparations for consideration for promotion and tenure,
28 significantly improve performance of required job duties, or meet other unit, college, or
29 university goals as defined in the academic college, school, department or unit policies. No
30 bargaining unit member will be arbitrarily denied access to professional development
31 opportunities.
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33 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
35 was required but unavailable or denied.
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37 **Section 9 8.** Upon request, the Employer will work with bargaining unit members to
38 identify whether funds to support travel, registration, fees, equipment and materials, and
39 other expenses will be available at the time of expenditure.
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41 **Section 10 9. Discretionary Development Funds.** Bargaining unit members may have
42 access to discretionary funds for support of their work in scholarship or other activities,
43 consistent with university policies and procedures. Such funds remain University property
44 while being available for use as directed by the assigned bargaining unit member to conduct
45 and advance University business, as consistent with the guidelines established in the
46 awarding of the funds ~~or in University policy.~~ Under no circumstances may they be used to

1 augment the annual salary rate ~~and/or FTE~~ of the bargaining unit member nor may they be
2 cashed out at the end of a bargaining unit member's employment. Such funds may not be
3 reassigned to another purpose with less than six months' notice to the bargaining unit member or
4 **prior to the date by which the funds must be used, as identified at the time of awarding of the**
5 **funds.**