

1 UNITED ACADEMICS PROPOSAL

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3 MEMORANDUM OF UNDERSTANDING: IMPLEMENTATION OF SALARY
4 PROGRAM FY2020

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6 **Preamble.** The Parties agree that any salary increase for members of the UAOSU bargaining
7 unit for the fiscal year July 1, 2019 through June 30, 2020 (FY2020) shall be determined and
8 implemented in accordance with the terms below. While the Parties will continue to discuss and
9 negotiate, as part of their ongoing negotiations over their inaugural bargaining agreement, the
10 manner in which bargaining unit members may receive or be eligible for salary increases in
11 future fiscal years covered by that bargaining agreement, the Parties agree that this Memorandum
12 of Understanding serves as the negotiated salary increase for bargaining unit members for
13 FY2020 and that the Parties, therefore, will not negotiate any further on the subject of salary
14 increases for that or prior fiscal years.

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16 **Section 1. Eligibility.** Employees who meet each of the following conditions are eligible for
17 merit increases effective January 1, 2020 (for 12-month appointments) and February 1, 2020 (for
18 9-month appointments).

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20 1. The employee was employed in a bargaining unit position on January 1, 2020 (for 12-month
21 appointments) or February 1, 2020 (for 9-month appointments);
22 2. The employee had an appointment at OSU during the 2018-2019 academic year; and
23 3. The employee met expectations in their last PROF or merit review.

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25 An eligible employee who complied with the written requirements for the merit review process
26 of their employing unit will not be denied eligibility for a merit increase because the Employer
27 did not complete the merit review or PROF process.

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29 **Section 2. Merit Pool.** Effective January 1, 2020 (for 12-month appointments) and February 1,
30 2020 (for 9-month appointments), the Employer will establish a campus-wide salary pool
31 equivalent to 3.0% of the total salary pool of bargaining unit employees. The merit raise pool
32 available to each academic unit will be 3% of the salary of bargaining unit members in that
33 academic unit. Eligible bargaining unit members, as described in Section 1, will receive a merit
34 increase of at least 1.8%. No merit increase may exceed 6.0%.

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36 **Section 3. Assessment of Merit.** Merit increases should be based on the assessment of the
37 bargaining unit member’s job performance relative to their position description as measured in
38 the bargaining unit member’s Periodic Review of Faculty (PROF) and/or unit-level merit review
39 processes.

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41 **Section 4. Application of Merit Increases.** Eligible bargaining unit members, as defined in
42 Section 1, will have their merit increases applied effective January 1, 2020 (for 12-month
43 appointments) and February 1, 2020 (for 9-month appointments). Retroactive salary owed will
44 be paid out in June 2020.