

6 **MEMORANDUM OF UNDERSTANDING: IMPLEMENTATION OF SALARY PROGRAM FY2020**
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8 **Preamble.** The Parties agree that any salary increase for members of the UAOSU bargaining unit for the
9 fiscal year July 1, 2019 through June 30, 2020 (FY2020) shall be determined and implemented in
10 accordance with the terms below. While the Parties will continue to discuss and negotiate, as part of their
11 ongoing negotiations over their inaugural bargaining agreement, the manner in which bargaining unit
12 members may receive or be eligible for salary increases in future fiscal years covered by that bargaining
13 agreement, the Parties agree that this Memorandum of Understanding serves as the negotiated salary
14 increase for bargaining unit members for FY2020 and that the Parties, therefore, will not negotiate any
15 further on the subject of salary increases for that or prior fiscal years.
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17 **Section 1. Eligibility.** ~~Employees, whether or not they are currently employed in~~
18 ~~an active appointment upon the date the contract is fully executed in bargaining unit positions,~~ who meet
19 each of the following conditions are eligible for merit increases effective January 1, 2020 (for 12-month
20 appointments) and February 1, 2020 (for 9-month appointments).
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- 22 1. The employee was employed in a bargaining unit position on January 1, 2020 (for 12-month
23 appointments) or February 1, 2020 (for 9-month appointments);
- 24 2. The employee had an appointment at OSU during the 2018-2019 academic year; and
- 25 3. The employee met expectations in their last PROF or merit review.
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27 An eligible employee who complied with the written requirements for the merit review process of their
28 employing unit will not be denied eligibility for a merit increase because the Employer did not complete
29 the merit review or PROF process.
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31 **Section 2. Merit Pool.** Effective January 1, 2020 (for 12-month appointments) and February 1, 2020 (for
32 9-month appointments), the Employer will implement a salary increase program equivalent to 3.0% of the
33 total salary pool of bargaining unit employees. Eligible bargaining unit members, as described in Section
34 1, will receive a merit 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 bargaining
37 unit member's job performance relative to their position description as measured in the bargaining unit
38 member's Periodic Review of Faculty (PROF) and/or unit-level merit review processes.
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40 **Section 4. Application of Merit Increases.** Eligible bargaining unit members, as defined in Section 1, will
41 have their merit increases applied effective January 1, 2020 (for 12-month appointments) and February
42 1, 2020 (for 9-month appointments). ~~Retroactive salary owed will be paid out in June 2020.~~