

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 job
14 performance relative to their position description, as measured in the bargaining unit member’s
15 Periodic Review of Faculty (PROF) and/or unit-level merit review processes conducted with input
16 from faculty.
17
 - 18 b. Bargaining unit members who had an appointment at OSU during the academic year preceding
19 the effective date of the increase and met expectations in their most recent PROF shall be eligible
20 to receive merit increases. A bargaining unit member who has complied with the written
21 requirements for the merit review process of their employing unit will not be denied eligibility for
22 a merit increase because the Employer did not complete the merit review or PROF process.
23
 - 24 c. Effective January 1, 2020 (for 12-month appointments) and February 1, 2020 (for 9-month
25 appointments), the Employer will establish a university-wide salary pool equivalent to 3.0% of the
26 total salary pool of bargaining unit employees. Eligible bargaining unit members, as defined in
27 Section 2(b), will receive a merit increase of at least 1.8%. No merit increase may exceed 6.0%.
28
 - 29 d. The Parties agree to re-open the contract for the purposes of discussing wages only for fiscal years
30 2022-2024 with negotiations beginning in Spring Term 2021. Either Party may initiate these
31 negotiations by providing the other with written notice. The Parties will meet to begin
32 negotiations within thirty days of this notice.
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 - 34 e. Eligible bargaining unit members, as defined in Section 2(b), who are not employed on the
35 effective date of merit increases will have their merit increase applied at the beginning of the next
36 pay period in the same rank.
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38 ~~**Section 3. Salary Equity Joint Labor Management Committee.** Within two months of the full execution
39 of this Agreement, the Parties will convene a Salary Equity Joint Labor Management Committee to
40 investigate salary inequities and inform compensation reopener negotiations. The Salary Equity
41 Committee will be made up of three members from each Party. The Salary Equity Committee will consider
42 all forms of salary inequity, including discriminatory inequity, inequity with external comparators, inequity
43 between tenure track and fixed term salaries within a unit or college, and compression/inversion within
44 academic units.~~
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47 **Section 4 3. Salary Minimums.**

- 1 a. Effective September 16, 2020, salary minimums will be in effect for fixed-term appointments in
 2 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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 5 b. Effective September 16, ~~2020~~ **2021**, the salary minimum for each rank within a category will be at
 6 least 10% more than the floor for the preceding rank (e.g. Instructor = \$43,002, Senior Instructor
 7 I = \$47,302, Senior Instructor II = \$52,032).
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9 **Section 5 4. Postdoctoral Scholar Salaries.** The salary minimum for Postdoctoral Scholars will be the
 10 amount set by the National Institutes of Health (NIH) minimum salary schedule and based on the years of
 11 experience. Salary minimums will be adjusted pursuant to the NIH schedule.
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13 **Section 6 5. Promotion Raises.** All bargaining unit members who achieve promotion in rank will receive a
 14 10% salary increase.
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16 **Section 7 6. Sea Pay.** In addition to base salary, bargaining unit members eligible for sea pay shall be
 17 compensated, consistent with university policy, when they have been at sea on a vessel while underway
 18 or at anchor (not docked) for greater than a period of twenty-four consecutive hours at the minimum
 19 additional compensation of \$100 per day. Employing units who wish to increase pay above the minimum
 20 additional compensation rate of \$100 per day may do so by using an **established** additional tier of pay.
 21

22 **Section 7 8. Professional Development.** The Employer recognizes the importance of professional
 23 development support and opportunities for bargaining unit members to improve their work in
 24 teaching, scholarship, and/or public engagement in order to fulfill Oregon State University's mission.
 25 The Employer agrees to support professional development by allowing for the reasonable absence
 26 from job duties to participate in professional development activities, so long as the bargaining unit
 27 member seeks approval for such absence from their supervisor in advance. The availability of
 28 professional development funds is budget-dependent, and amounts may vary from year to year. Each
 29 academic college, school, department, or unit will create policies and procedures establishing
 30 eligibility and governing the distribution of any budgeted funds to support professional development,

1 including any application and decision-making process for professional development funds that are
2 awarded competitively. These policies and procedures will be developed in consultation with
3 academic unit faculty.

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5 Priority for professional development funds may be given to bargaining unit members for whom such
6 funds aid in their preparations for consideration for promotion and tenure, significantly improve
7 performance of required job duties, or meet other unit, college, or university goals as defined in the
8 academic college, school, department or unit policies. No bargaining unit member will be arbitrarily
9 denied access to professional development opportunities.

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11 Fixed-Term bargaining unit members shall not be held accountable in evaluative decisions for the
12 failure to participate in professional development related activities for which funding was required
13 but unavailable or denied.

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15 **Section 9 8.** Upon request, the Employer will work with bargaining unit members to identify whether
16 funds to support travel, registration, fees, equipment and materials, and other expenses will be
17 available at the time of expenditure.

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19 **Section ~~10~~ 9. Discretionary Development Funds.** The Employer may provide bargaining unit
20 members access to discretionary funds to support their scholarship or other professional activities,
21 consistent with university policies and procedures. Such funds remain University property while
22 being available for use as determined by the assigned bargaining unit member in the conduct of
23 University business, as consistent with the guidelines established in the awarding of the funds. Under
24 no circumstances may the funds be used to augment the annual salary rate of the bargaining unit member
25 nor may they be cashed out at the end of a bargaining unit member's employment. All equipment or
26 materials purchased with such funds remain the property of the University. Such funds may not be
27 reassigned to another purpose prior to any deadline set in writing at the time they were awarded or with
28 less than ~~six~~ one months' notice to the bargaining unit member. If there are circumstances in which the
29 financial position of the university requires use of previously awarded discretionary funds, those funds
30 will be restored as soon as it is financially viable.