

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 ~~by~~ **with**  
16 **input 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. ~~Faculty review committees or academic unit heads may grant eligibility~~  
21 ~~to bargaining unit members with a satisfactory merit review who would otherwise be ineligible in~~  
22 ~~virtue of their last PROF.~~ A bargaining unit member who has complied with the written  
23 requirements for the merit review process of their employing unit will not be denied eligibility for  
24 a merit increase because the Employer did not complete the merit review or PROF process.  
25
- 26 c. Effective January 1, 2020 (for 12-month appointments) and February 1, 2020 (for 9-month  
27 appointments), the Employer will establish a ~~campus-~~**university-**wide salary pool equivalent to  
28 3.0% of the total salary pool of bargaining unit employees. ~~The merit raise pool available to each~~  
29 ~~academic unit will be 3% of the salary of bargaining unit members in that academic unit.~~ Eligible  
30 bargaining unit members, as defined in Section 2(b), will receive a merit increase of at least 1.8%.  
31 No merit increase may exceed 6.0%.  
32
- 33 d. For FY 2021, the Employer ~~will~~ **may** establish a ~~campus-~~**university-**wide salary pool ~~equivalent to~~  
34 ~~at least 1.5% of total faculty salary to be distributed for salary increases effective January 1, 2021~~  
35 ~~for 12-month appointments and February 1, 2021 for 9-month appointments. The merit raise pool~~  
36 ~~available to each academic unit will be 1.5% of the salary of bargaining unit members in that~~  
37 ~~academic unit. Eligible bargaining unit members, as defined in Section 2(b), will receive a merit~~  
38 ~~increase of at least 1.0%.~~  
39
- 40 e. **For FY 2022, the Employer may establish a university-wide salary pool to be distributed for salary**  
41 **increases effective January 1, 2022 for 12-month appointments and February 1, 2022 for 9-month**  
42 **appointments. Section 3. Compensation Reopener.** The Parties agree to **re-open the contract for**  
43 **the purposes of discussing wages only** ~~negotiate over compensation~~ for fiscal years 2022-2024 in  
44 ~~limited reopener~~ negotiations beginning in Spring Term 2021. Either Party may initiate these  
45 negotiations by providing the other with written notice. The Parties will meet to begin  
46 negotiations within thirty days of this notice.  
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- f. For FY 2023, the Employer may establish a university-wide salary pool to be distributed for salary increases effective January 1, 2023 for 12-month appointments and February 1, 2023 for 9-month appointments.
- g. For FY 2024, the Employer may establish a university-wide salary pool to be distributed for salary increases effective January 1, 2024 for 12-month appointments and February 1, 2024 for 9-month appointments.
- h. Eligible bargaining unit members, as defined in Section 2(b), who are not employed on the effective date of merit increases will have their merit increase applied at the beginning of the next pay period in the same rank.

~~**Section 3. Salary Equity Joint Labor Management Committee.** Within two months of the full execution of this Agreement, the Parties will convene a Salary Equity Joint Labor Management Committee to investigate salary inequities and inform compensation reopener negotiations. The Salary Equity Committee will be made up of three members from each Party. The Salary Equity Committee will consider all forms of salary inequity, including discriminatory inequity, inequity with external comparators, inequity between tenure-track and fixed-term salaries within a unit or college, and compression/inversion within academic units.~~

**Section 3-4. Salary Minimums.**

- a. Effective September 16, 2020, salary minimums will be in effect for fixed-term appointments in the following categories at 1.0 FTE:

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

- b. Effective September 16, 2023, the salary minimum for each rank within a category will be at least 10% more than the floor for the preceding rank (e.g. Instructor = \$43,002, Senior Instructor I = \$47,302, Senior Instructor II = \$52,032).

1 **Section 4 5. Postdoctoral Scholar Salaries.** The salary minimum for Postdoctoral Scholars will be the  
2 amount set by the National Institutes of Health (NIH) minimum salary schedule and based on the years of  
3 experience. Salary minimums will be adjusted pursuant to the NIH schedule.  
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5 **Section 5 6. Promotion Raises.** All bargaining unit members who achieve promotion in rank will receive a  
6 10% salary increase, ~~unless otherwise noted in this Agreement.~~  
7

8 **Section 6 7. Sea Pay.** In addition to base salary, bargaining unit members eligible for sea pay shall be  
9 compensated, consistent with university policy, when they have been at sea on a vessel while underway  
10 or at anchor (not docked) for greater than a period of twenty-four consecutive hours at the minimum  
11 additional compensation of \$100 per day. Employing units who wish to increase pay above the minimum  
12 additional compensation rate of \$100 per day may do so **by using an additional tier of pay to be**  
13 **established within university policy.**  
14

15 **Section 7 8. Professional Development.** The Employer recognizes the importance of professional  
16 development support and opportunities for bargaining unit members to improve their work in  
17 teaching, scholarship, and/or public engagement in order to fulfill Oregon State University's mission.  
18 The Employer agrees to support professional development by allowing for the reasonable absence  
19 from job duties to participate in professional development activities, so long as the bargaining unit  
20 member seeks approval for such absence from their supervisor in advance. The availability of  
21 professional development funds is budget-dependent, and amounts may vary from year to year. Each  
22 academic college, school, department, or unit will create policies and procedures establishing  
23 eligibility and governing the distribution of any budgeted funds to support professional development,  
24 including any application and decision-making process for professional development funds that are  
25 awarded competitively. These policies and procedures will be developed in consultation with  
26 academic unit faculty.  
27

28 Priority for professional development funds may be given to bargaining unit members for whom such  
29 funds aid in their preparations for consideration for promotion and tenure, significantly improve  
30 performance of required job duties, or meet other unit, college, or university goals as defined in the  
31 academic college, school, department or unit policies. No bargaining unit member will be arbitrarily  
32 denied access to professional development opportunities.  
33

34 Fixed-Term bargaining unit members shall not be held accountable in evaluative decisions for the  
35 failure to participate in professional development related activities for which funding was required  
36 but unavailable or denied.  
37

38 **Section 9 8.** Upon request, the Employer will work with bargaining unit members to identify whether  
39 funds to support travel, registration, fees, equipment and materials, and other expenses will be  
40 available at the time of expenditure.  
41

42 **Section 10 9. Discretionary Development Funds.** ~~The University may provide b~~Bargaining unit  
43 ~~members may have access to discretionary funds for to support of their work in scholarship or other~~  
44 ~~professional~~ activities, consistent with university policies and procedures. Such funds remain  
45 University property while being available for use as ~~directed~~ **determined** by the assigned bargaining  
46 unit member ~~to in the conduct and advance of~~ University business, as consistent with the guidelines  
47 established in the awarding of the funds. Under no circumstances may they ~~funds~~ be used to augment  
48 the annual salary rate of the bargaining unit member nor may they be cashed out at the end of a

1 bargaining unit member's employment. All equipment or materials purchased with such funds remain the  
2 property of the University. Such funds may not be reassigned to another purpose prior to any deadline  
3 set in writing at the time they were awarded. with less than six months' notice to the bargaining unit  
4 member or prior to the date by which the funds must be used, as identified at the time of awarding of the  
5 funds. If there are circumstances in which the cash position of the university requires use of previously  
6 awarded discretionary funds, those funds will be restored as soon as it is financially viable.