

1 UNITED ACADEMICS PROPOSAL

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4 MEMORANDUM OF UNDERSTANDING: IMPLEMENTATION OF SALARY  
5 PROGRAM FY2020  
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7 **Preamble.** The Parties agree that any salary increase for members of the UAOSU bargaining  
8 unit for the fiscal year July 1, 2019 through June 30, 2020 (FY2020) shall be determined and  
9 implemented in accordance with the terms below. While the Parties will continue to discuss and  
10 negotiate, as part of their ongoing negotiations over their inaugural bargaining agreement, the  
11 manner in which bargaining unit members may receive or be eligible for salary increases in  
12 future fiscal years covered by that bargaining agreement, the Parties agree that this Memorandum  
13 of Understanding serves as the negotiated salary increase for bargaining unit members for  
14 FY2020 and that the Parties, therefore, will not negotiate any further on the subject of salary  
15 increases for that or prior fiscal years.  
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17 **Section 1. Eligibility.** Employees, **whether or not they are currently employed in bargaining unit**  
18 **positions,** who meet each of the following conditions are eligible for merit increases effective  
19 January 1, 2020 (for 12-month appointments) and February 1, 2020 (for 9-month appointments).  
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- 21 1. The employee was employed in a bargaining unit position on January 1, 2020 (for 12-month
- 22 appointments) or February 1, 2020 (for 9-month appointments);
- 23 2. The employee had an appointment at OSU during the 2018-2019 academic year; and
- 24 3. The employee met expectations in their last PROF or merit review.  
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26 An eligible employee who complied with the written requirements for the merit review process  
27 of their employing unit will not be denied eligibility for a merit increase because the Employer  
28 did not complete the merit review or PROF process.  
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30 **Section 2. Merit Pool.** Effective January 1, 2020 (for 12-month appointments) and February 1,  
31 2020 (for 9-month appointments), the Employer will implement a salary increase program  
32 equivalent to 3.0% of the total salary pool of bargaining unit employees. Eligible bargaining unit  
33 members, as described in Section 1, will receive a merit increase of at least 1.8%. No merit  
34 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.**