

1 UNITED ACADEMICS PROPOSAL

2
3 COMPENSATION

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5 **Section 1. Individual Salary Increases.** Nothing in this Article prevents the Employer from
6 making individual bargaining unit member salary increases, as needed, on a case-by-case basis,
7 including retention increases or equity adjustments.
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9 **Section 2. Merit Increases.**

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11 a. Merit increases should be based on the assessment of the bargaining unit member’s job
12 performance relative to their position description, as measured in the bargaining unit
13 member’s Periodic Review of Faculty (PROF) and/or unit-level merit review processes
14 conducted with input from faculty.
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16 b. Bargaining unit members who had an appointment at OSU during the academic year
17 preceding the effective date of the increase and met expectations in their most recent
18 PROF shall be eligible to receive merit increases. A bargaining unit member who has
19 complied with the written requirements for the merit review process of their employing
20 unit will not be denied eligibility for a merit increase because the Employer did not
21 complete the merit review or PROF process.
22
23 c. Effective January 1, 2020 (for 12-month appointments) and February 1, 2020 (for 9-
24 month appointments), the Employer will establish a university-wide salary pool
25 equivalent to 3.0% of the total salary pool of bargaining unit employees. Eligible
26 bargaining unit members, as defined in Section 2(b), will receive a merit increase of at
27 least 1.8%. No merit increase may exceed 6.0%.
28
29 d. ~~For FY 2021, the Employer may establish a university wide salary pool to be distributed~~
30 ~~for salary increases effective January 1, 2021 for 12-month appointments and February 1,~~
31 ~~2021 for 9-month appointments.~~
32
33 e. ~~For FY 2022, the Employer may establish a university wide salary pool to be distributed~~
34 ~~for salary increases effective January 1, 2022 for 12-month appointments and February 1,~~
35 ~~2022 for 9-month appointments.~~ The Parties agree to re-open the contract for the
36 purposes of discussing wages only for fiscal years 2022-2024 with negotiations
37 beginning in Spring Term 2021. Either Party may initiate these negotiations by providing
38 the other with written notice. The Parties will meet to begin negotiations within thirty
39 days of this notice.
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41 f. ~~For FY 2023, the Employer may establish a university wide salary pool to be distributed~~
42 ~~for salary increases effective January 1, 2023 for 12-month appointments and February 1,~~
43 ~~2023 for 9-month appointments.~~
44

- 1 g. ~~For FY 2024, the Employer may establish a university-wide salary pool to be distributed~~
 2 ~~for salary increases effective January 1, 2024 for 12-month appointments and February 1,~~
 3 ~~2024 for 9-month appointments.~~
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- 5 h. Eligible bargaining unit members, as defined in Section 2(b), who are not employed on
 6 the effective date of merit increases will have their merit increase applied at the
 7 beginning of the next pay period in the same rank.
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9 **Section 3. Salary Equity Joint Labor-Management Committee.** Within two months of the full
 10 execution of this Agreement, the Parties will convene a Salary Equity Joint Labor-Management
 11 Committee to investigate salary inequities and inform compensation reopener negotiations. The
 12 Salary Equity Committee will be made up of three members from each Party. The Salary Equity
 13 Committee will consider all forms of salary inequity, including discriminatory inequity, inequity
 14 with external comparators, inequity between tenure-track and fixed-term salaries within a unit or
 15 college, and compression/inversion within academic units.
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17 **Section 4 3. Salary Minimums.**

- 18 a. Effective September 16, 2020, salary minimums will be in effect for fixed-term
 19 appointments in 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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- 22 b. Effective September 16, ~~2023~~ 2020, the salary minimum for each rank within a category
 23 will be at least 10% more than the floor for the preceding rank (e.g. Instructor = \$43,002,
 24 Senior Instructor I = \$47,302, Senior Instructor II = \$52,032).
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26 **Section 5 4. Postdoctoral Scholar Salaries.** The salary minimum for Postdoctoral Scholars will
 27 be the amount set by the National Institutes of Health (NIH) minimum salary schedule and based
 28 on the years of experience. Salary minimums will be adjusted pursuant to the NIH schedule.
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1 **Section 6 5. Promotion Raises.** All bargaining unit members who achieve promotion in rank
2 will receive a 10% salary increase.
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4 **Section 7 6. Sea Pay.** In addition to base salary, bargaining unit members eligible for sea pay
5 shall be compensated, consistent with university policy, when they have been at sea on a vessel
6 while underway or at anchor (not docked) for greater than a period of twenty-four consecutive
7 hours at the minimum additional compensation of \$100 per day. Employing units who wish to
8 increase pay above the minimum additional compensation rate of \$100 per day may do so by
9 using an additional tier of pay ~~to be established within university policy.~~
10

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

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

32 Fixed-Term bargaining unit members shall not be held accountable in evaluative decisions
33 for the failure to participate in professional development related activities for which funding
34 was required but unavailable or denied.
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36 **Section 9 8.** Upon request, the Employer will work with bargaining unit members to
37 identify whether funds to support travel, registration, fees, equipment and materials, and
38 other expenses will be available at the time of expenditure.
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40 **Section 10 9. Discretionary Development Funds.** The ~~University~~ **Employer** may provide
41 bargaining unit members access to discretionary funds to support their scholarship or other
42 professional activities, consistent with university policies and procedures. Such funds
43 remain University property while being available for use as determined by the assigned
44 bargaining unit member in the conduct of University business, as consistent with the
45 guidelines established in the awarding of the funds. Under no circumstances may the funds be
46 used to augment the annual salary rate of the bargaining unit member nor may they be cashed out

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