

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 unit
8 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 future
12 fiscal years covered by that bargaining agreement, the Parties agree that this Memorandum of
13 Understanding serves as the negotiated salary increase for bargaining unit members for FY2020
14 and that the Parties, therefore, will not negotiate any further on the subject of salary increases for
15 that or prior fiscal years.

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17 **Section 1. Eligibility.** ~~Bargaining unit members~~ **Employees** employed in an active appointment
18 upon the date ~~tentative agreement is reached between the Parties~~ ~~the contract is fully executed,~~
19 ~~whether or not the appointment is in a bargaining unit position,~~ who meet each of the following
20 conditions are eligible for merit increases effective January 1, 2020 (for 12-month appointments)
21 and February 1, 2020 (for 9-month appointments).
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- 23 1. The employee was employed in a bargaining unit position on January 1, 2020 (for 12-month
24 appointments) or February 1, 2020 (for 9-month appointments);
25 2. The employee had an appointment at OSU during the 2018-2019 academic year; and
26 3. The employee met expectations in their last PROF or merit review.
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28 An eligible employee who complied with the written requirements for the merit review process of
29 their employing unit will not be denied eligibility for a merit increase because the Employer did
30 not complete the merit review or PROF process.
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32 **Section 2. Merit Pool.** Effective January 1, 2020 (for 12-month appointments) and February 1,
33 2020 (for 9-month appointments), the Employer will implement a salary increase program
34 equivalent to 3.0% of the total salary pool of bargaining unit employees. Eligible bargaining unit
35 members, as described in Section 1, will receive a merit increase of at least 1.8%. No merit increase
36 may exceed 6.0%.
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38 **Section 3. Assessment of Merit.** Merit increases should be based on the assessment of the
39 bargaining unit member’s job performance relative to their position description as measured in the
40 bargaining unit member’s Periodic Review of Faculty (PROF) and/or unit-level merit review
41 processes.
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43 **Section 4. Application of Merit Increases.** Eligible bargaining unit members, as defined in
44 Section 1, will have their merit increases applied effective January 1, 2020 (for 12-month
45 appointments) and February 1, 2020 (for 9-month appointments). **Retroactive salary owed will be**
46 **paid prior to the end of the 2019-2020 fiscal year.**