

UNITED ACADEMICS PROPOSAL

Section 1. Across-the-Board Increases

All bargaining unit members who had an appointment during the academic year preceding the effective date of the salary increase will receive an across-the-board increase.

All bargaining unit members will receive an across-the-board increase to their base salary of 4.0% effective July 1, 2021 for 12-month appointments and September 16, 2021 for 9-month appointments.

All bargaining unit members will receive an across-the-board increase to their base salary of 3.0% effective July 1, 2022 for 12-month appointments and September 16, 2022 for 9-month appointments.

All bargaining unit members will receive an across-the-board increase to their base salary of 3.0% effective July 1, 2023 for 12-month appointments and September 16, 2023 for 9-month appointments.

Section 2. Salary Minimums

The salary minimums in each category listed in Article XVIII will increase by the same rate as the across-the-board raise for that year.

Salary minimums for each rank within a category will remain at least 10% more than the new salary minimum established for that year for the preceding rank.

Section 3. Equity Adjustments

Within two months of the ratification of this Agreement, the Parties will convene an Equity Adjustment Joint-Labor Management Committee made up of an equal number of members, with a minimum of three, from each Party to design the procedure for identifying and applying equity adjustments in the form of increases to salary. The Equity Adjustment Committee should 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 and inversion within academic units.

The Equity Adjustment Committee will take into account all existing policies and procedures for the distribution of salary increases in determining how to apply equity adjustments.

Based on the work of this Committee, the Employer will establish a bargaining unit-wide salary pool equivalent to 3.0% of total salary to be distributed for equity adjustments in the form of salary increases effective January 1, 2023.

Section 4. Merit Increases

Merit increases should be based on the assessment of the bargaining unit member's job performance relative to their position description since the last merit increase, as measured in the bargaining unit member's Periodic Review of Faculty (PROF) and/or unit-level merit review processes conducted with input from faculty.

Bargaining unit members who had an appointment at OSU during the academic year preceding the effective date of the increase and met expectations in their most recent PROF shall be eligible to receive

1 merit increases. A bargaining unit member who has complied with the written requirements for the merit
2 review process of their employing unit will not be denied eligibility for a merit increase because the
3 Employer did not complete the merit review or PROF process.
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5 The Employer will establish a bargaining unit-wide salary pool equivalent to 3.0% of total salary to be
6 distributed for merit increases effective January 1, 2024. Eligible bargaining unit members will receive no
7 less than a 1.0% increase.
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9 **Section 5. Salary Freezes**

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11 The Employer will approve any raise for bargaining unit members that is a product of regular increases
12 built into external grants or other awards, or is intended to increase equity or assist in retention.