Supplement to the Compensation Article XVIII.
Section 2. Merit Increases Wages Only Re-Opening
OSU/UAOSU COLLECTIVE BARGAINING AGREEMENT

In accordance with the eligibility requirements as agreed to in Article XVIII. Compensation, Section 2. Merit Increases:

Effective July 1, 2021 (for 12-month appointments) and September 16, 2021 (for 9-month appointments), the Employer will establish a university-wide salary pool equivalent to ~~4~~3% of the total salary pool of bargaining unit employees. Eligible bargaining unit members will receive a ~~4~~3%increase.

Effective July 1, 2022 (for 12-month appointments) and September 16, 2022 (for 9-month appointments), the Employer will establish a university-wide salary pool equivalent to at least ~~4.5~~3% of the total salary pool of bargaining unit employees. Eligible bargaining unit members will receive a 2% increase. The remainder of the salary pool (~~1.5~~1% or greater, depending on the total size of the total salary pool) will be utilized to address meritorious performance. ~~No total increase may exceed 9.0%.~~

Effective July 1, 2023 (for 12-month appointments) and September 16, 2023 (for 9-month appointments), the Employer will establish a university-wide salary pool equivalent to at least 3% of the total salary pool of bargaining unit employees. Eligible bargaining unit members will receive a 2% increase. The remainder of the salary pool (1% or greater, depending on the total size of the total salary pool) will be utilized to address meritorious performance.

Upon request, ~~For each year of this agreement,~~ the Employer will provide a report to the Union listing which bargaining unit members were not eligible for salary increases and the reason ~~they were deemed~~ for ineligibility.

~~Effective July 1, 2023, (for 12-month appointments) and September 16, 2023 (for 9-month appointments), the Employer will establish a university-wide salary pool equivalent to 2% of the total salary pool of bargaining unit employees. Based on the work of the Committee described below, the Employer will distribute equity adjustments in the form of salary increases.~~

~~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~~.

~~The salary minimums in each category listed in Article XVIII will increase by the same rate as the minimum increase for eligible bargaining unit members 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.~~

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