



Bargaining Update: Read our proposal for AY 2021-2024 pay raises

EXECUTIVE SUMMARY

At this session, we discussed [our counterproposal](#) for AY 2021-2024 salary increases. While OSU's administration recognizes that faculty who meet their job expectations should receive annual pay increases, the amount of these increases still needs to be negotiated. We are continuing to advocate for equity adjustments, the other key component of our members' [bargaining priorities](#).

UPCOMING BARGAINING SESSIONS

Campus Reopening Bargaining: Tuesday, July 20th at 10 am. Register [here](#).

Salary Bargaining: Thursday, July 22nd at 11:30 am. Register [here](#).

FULL UPDATE

The UAOSU bargaining team and the administration team met 10:30–12 on Thursday, July 15 on Zoom. Thank you to the faculty members who observed the session. Our membership empowers us to negotiate the salary increases you and your colleagues deserve, so if you haven't joined UAOSU yet, you can do so at uaosu.org/join.

Our bargaining team brought a [counterproposal](#), in response to what [the administration proposed](#) at our previous session.

In the last session, the administration team accepted our concept of standardized raises for 2021. In alignment with language in our CBA, all faculty who have met expectations in their last PROF will be eligible for these raises. For the remaining two years of the contract, at least a portion of the increase is set aside for this kind of standardized raise. While these are not fully across-the-board raises, this represents a shift in the right direction. Our union will track who is deemed ineligible year-to-year, in order to identify any troubling patterns. While the exact numbers for the increases each year are still in play, this is important progress.

In this session, we also reasserted several priorities from our initial proposal:

- An **equity pool**, to be distributed in 2023 based on the work of a joint labor management committee;
- **Increases to salary minimums** by the standard increase each year, which raise up the most vulnerable faculty;
- **Approval of necessary off-cycle raises**, such as those written into grants or for retention or equity purposes

The next salary bargaining session is **11:30am-1:00pm on Thursday, July 22 on Zoom**, register [here](#). We hope to see a counterproposal from the administration's team. We also

will be bargaining over campus reopening tomorrow, **July 20, 10-11am on Zoom, registration [here](#).**

Even if you can only drop by for half an hour, your attendance matters: show the administration that faculty are watching this process.

We appreciate your support.

In solidarity,

Your bargaining team