

1 **United Academics Proposal**

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3 **Supplement to the Compensation Article XVIII.**  
4 **Section 2. Merit Increases Wages Only Re-Opening**  
5 **OSU/UAOSU COLLECTIVE BARGAINING AGREEMENT**  
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7 In accordance with the eligibility requirements as agreed to in Article XVIII. Compensation, Section 2.  
8 Merit Increases, ~~the University offers the following:~~

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10 Effective July 1, 2021 (for 12-month appointments) and September 16, 2021 (for 9-month  
11 appointments), the Employer will establish a university-wide salary pool equivalent to ~~42.5%~~ of the total  
12 salary pool of bargaining unit employees. Eligible bargaining unit members will receive a ~~42.5%~~ increase  
13 ~~for fully satisfactory performance.~~

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15 Effective July 1, 2022 (for 12-month appointments) and September 16, 2022 (for 9-month  
16 appointments), the Employer will establish a university-wide salary pool equivalent to ~~at least 4.52.5%~~  
17 of the total salary pool of bargaining unit employees. Eligible bargaining unit members will receive a ~~3%~~  
18 ~~increase for fully satisfactory performance.~~ The remainder of the salary pool (~~0.51.5% or greater,~~  
19 ~~depending on the total size of the total salary pool~~) will be utilized to address meritorious performance.  
20 **No total increase may exceed 9.0%.**

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22 Effective July 1, 2023 (for 12-month appointments) and September 16, 2023 (for 9-month  
23 appointments), the Employer will establish a university-wide salary pool equivalent to ~~at least 2.53%~~ of  
24 the total salary pool of bargaining unit employees. Eligible bargaining unit members will receive a ~~3%~~  
25 ~~increase for fully satisfactory performance.~~ The remainder of the salary pool (~~0.5% or greater,~~  
26 ~~depending on the total size of the total salary pool~~) will be utilized to address meritorious performance.

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28 **For each year of this agreement, the Employer will provide a report to the Union listing which bargaining**  
29 **unit members were not eligible for salary increases and the reason they were deemed ineligible.**

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

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36 **Within two months of the ratification of this Agreement, the Parties will convene an Equity Adjustment**  
37 **Joint-Labor Management Committee made up of an equal number of members, with a minimum of**  
38 **three, from each Party to design the procedure for identifying and applying equity adjustments in the**  
39 **form of increases to salary. The Equity Adjustment Committee should consider all forms of salary**  
40 **inequity, including discriminatory inequity, inequity with external comparators, inequity between**  
41 **tenure-track and fixed-term salaries within a unit or college, and compression and inversion within**  
42 **academic units. The Equity Adjustment Committee will take into account all existing policies and**  
43 **procedures for the distribution of salary increases in determining how to apply equity adjustments.**

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45 **The salary minimums in each category listed in Article XVIII will increase by the same rate as the**  
46 **minimum increase for eligible bargaining unit members for that year. Salary minimums for each rank**  
47 **within a category will remain at least 10% more than the new salary minimum established for that year**  
48 **for the preceding rank.**

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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.