

~~UNITED ACADEMICS PROPOSAL~~ Supplement to the Compensation Article XVIII.
Section 2. Merit Increases Wages Only Re-Opening
OSU/UAOSU COLLECTIVE BARGAINING AGREEMENT
University 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% 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~~

1 ~~member's Periodic Review of Faculty (PROF) and/or unit level merit review processes conducted with~~
2 ~~input from faculty.~~

3 ~~Bargaining unit members who had an appointment at OSU during the academic year preceding the~~
4 ~~effective date of the increase and met expectations in their most recent PROF shall be eligible to receive~~
5 ~~merit increases. A bargaining unit member who has complied with the written requirements for the~~
6 ~~merit review process of their employing unit will not be denied eligibility for a merit increase because~~
7 ~~the Employer did not complete the merit review or PROF process.~~

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

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12 Effective July 1, 2021 (for 12-month appointments) and September 16, 2021 (for 9-month
13 appointments), the Employer will establish a university-wide salary pool equivalent to 2.5% of the total
14 salary pool of bargaining unit employees. Eligible bargaining unit members will receive a 2.5% increase
15 for fully satisfactory performance.

16
17 Effective July 1, 2022 (for 12-month appointments) and September 16, 2022 (for 9-month
18 appointments), the Employer will establish a university-wide salary pool equivalent to at least 2.5% of
19 the total salary pool of bargaining unit employees. Eligible bargaining unit members will receive a 2%
20 increase for fully satisfactory performance. The remainder of the salary pool (0.5% or greater,
21 depending on the total size of the total salary pool) will be utilized to address meritorious performance.

22
23 Effective July 1, 2023 (for 12-month appointments) and September 16, 2023 (for 9-month
24 appointments), the Employer will establish a university-wide salary pool equivalent to at least 2.5% of
25 the total salary pool of bargaining unit employees. Eligible bargaining unit members will receive a 2%
26 increase for fully satisfactory performance. The remainder of the salary pool (0.5% or greater,
27 depending on the total size of the total salary pool) will be utilized to address meritorious performance.

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29 ~~The Employer will establish a bargaining unit wide salary pool equivalent to 3.0% of total salary to be~~
30 ~~distributed for merit increases effective January 1, 2024. Eligible bargaining unit members will receive~~
31 ~~no less than a 1.0% increase.~~

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33 **Section 5. Salary Freezes**

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