

1  
2  
3 **Supplement to the Compensation Article XVIII.**  
4 **Section 2. Merit Increases Wages Only Re-Opening**  
5 **OSU/UAOSU COLLECTIVE BARGAINING AGREEMENT**

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

8  
9 Effective July 1, 2021 (for 12-month appointments) and September 16, 2021 (for 9-month appointments),  
10 the Employer will establish a university-wide salary pool equivalent to 3.5% of the total salary pool of  
11 bargaining unit employees. Eligible bargaining unit members will receive at least a 3.5% increase. The  
12 entire university-wide salary pool will be distributed to eligible bargaining unit members.

13  
14 Effective July 1, 2022 (for 12-month appointments) and September 16, 2022 (for 9-month appointments),  
15 the Employer will establish a university-wide salary pool equivalent to at least 3.5% of the total salary  
16 pool of bargaining unit employees. Eligible bargaining unit members will receive a 2% increase. The  
17 remainder of the salary pool (1.5% or greater, depending on the total size of the total salary pool) will be  
18 utilized to address meritorious performance. Any additional funding for this salary pool will be  
19 distributed in the same 2:1 ratio. No individual increase may exceed twice the size of the total pool, e.g. if  
20 the total pool is 3%, no individual may receive more than a total 6.7% increase from that pool.

21  
22 Effective July 1, 2023 (for 12-month appointments) and September 16, 2023 (for 9-month appointments),  
23 the Employer will establish a university-wide salary pool equivalent to at least 3% of the total salary pool  
24 of bargaining unit employees. Eligible bargaining unit members will receive a 2% increase. The  
25 remainder of the salary pool (1% or greater, depending on the total size of the total salary pool) will be  
26 utilized to address meritorious performance. Any additional funding for this salary pool will be  
27 distributed in the same 2:1 ratio. No individual increase may exceed twice the size of the total pool, e.g. if  
28 the total pool is 3%, no individual may receive more than a total 6% increase from that pool.

29  
30 Upon request, the Employer will provide a report to the Union within 30 days, or as soon practicable,  
31 listing which bargaining unit members were not eligible for salary increases and the reason for  
32 ineligibility.

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

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

47  
48 The salary minimums in each category listed in Article XVIII will increase by the same rate as the  
49 minimum increase for eligible bargaining unit members for the preceding year. Salary minimums for each

OSU Proposal  
August 24, 2021

- 1 ~~rank within a category will remain at least 10% more than the new salary minimum established for that~~
- 2 ~~year for the preceding rank.~~
- 3
- 4 ~~The Employer will approve any raise for bargaining unit members that is a product of regular increases~~
- 5 ~~built into external grants or other awards.~~
- 6
- 7 UAOSU will be notified in advance of any plans to institute a campus-wide salary freeze **program**. The
- 8 Parties will meet at least once prior to the planned implementation of the salary freeze.