

**UAOSU Proposal**

Letter of Agreement

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The Parties mutually recognize the importance of salary equity. During Fiscal Year 2024, the Employer will establish a university-wide salary pool equivalent to at least 0.5% of the total salary pool of bargaining unit employees for addressing equity. Based on the work of the Committee described below, the Employer will distribute equity adjustments in the form of salary increases. This pool will be distributed to bargaining unit employees starting on January 1, 2024.

By October 1, 2022, 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 Parties mutually recognize the importance of increasing salary minimums and agree to negotiate increases to salary minimums effective July 1, 2024.