

**UAOSU Proposal**

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

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

Effective July 1, 2021 (for 12-month appointments) and September 16, 2021 (for 9-month appointments), the Employer will establish a university-wide salary pool equivalent to 3% of the total salary pool of bargaining unit employees. Eligible bargaining unit members will receive at least a 3% increase. The entire university-wide salary pool will be distributed to eligible bargaining unit members.

Effective July 1, 2022 (for 12-month appointments) and September 16, 2022 (for 9-month appointments), the Employer will establish a university-wide salary pool equivalent to at least 3.5% of the total salary pool of bargaining unit employees. Eligible bargaining unit members will receive a 2.5% increase. The remainder of the salary pool (1.5% or greater) will be utilized to address meritorious performance. No individual increase may exceed 7%.

Effective July 1, 2023 (for 12-month appointments) and September 16, 2023 (for 9-month appointments), the Employer will establish a university-wide salary pool equivalent to at least 3% of the total salary pool of bargaining unit employees. Eligible bargaining unit members will receive a 2% increase. The remainder of the salary pool (1% or greater) will be utilized to address meritorious performance. No individual increase may exceed 6%.

Upon request, the Employer will provide a report to the Union within 30 days, ~~or as soon practicable,~~ listing which bargaining unit members were not eligible for salary increases and the reason for ineligibility. **The 30 days may be extended by request.**

UAOSU will be notified in advance of any plans to institute a campus-wide salary freeze program. The Parties will meet at least once prior to the planned implementation of the salary freeze.