



**Our bargaining team has secured pay raises for AY 2021-2024! Here's what you need to know:**

<b>Academic Year</b>	<b>Total salary increase pool</b>	<b>Basic increase for all eligible faculty</b>	<b>Merit pool</b>
2021-2022	3%	3%	--
2022-2023	3.5% or greater	2%	1.5%
2023-2024	3% or greater	2%	1%

**How do I know if I am eligible for a pay increase?**

If you are a returning bargaining unit member who received a satisfactory rating on your last performance review, you qualify at least for the standard increase. If you didn't receive a review, you are still eligible.

**When will we get the AY 2021 pay raises?**

Soon! After our members vote to ratify the salary increases, the administration will begin putting them into effect, likely beginning with your November 2021 paycheck. You should also receive back pay for the raises you did not receive at the start of your AY 2021-2022 contract.

**Why do members need to vote before we get our raises?**

We are a democratic organization, so our members have to approve the results of our negotiations. If you haven't joined yet, you should! You can join at [uaosu.org/join](http://uaosu.org/join).

**Don't our pay raises usually start in January?**

Yes, but we successfully advanced the timeline for the distribution of raises. Going forward, you should receive your pay raises July 1 for 12-month faculty and September 16 for 9-month faculty.

**My supervisor says I don't qualify for a pay raise, but I think they are wrong. What should I do?**

Document your experience and email us at [info@uaosu.org](mailto:info@uaosu.org) so that we can help!

**What is the "total salary increase pool"?**

Salary increases are drawn from a budgetary "pool", which is calculated based on the total salary of faculty in your unit. In AYs 2022-2024, the total pool may increase if the financial health of the university improves.

**Why is there a difference between the "basic" increase and the "merit pool"?**

All eligible employees will receive the basic merit increase in a given academic year. Meritorious faculty may receive an additional raise from the merit pool.

**I have a question that hasn't been answered by this FAQ. How can I contact you?**

You can contact us at [info@uaosu.org](mailto:info@uaosu.org), on our website at [uaosu.org](http://uaosu.org), or by phone at (541) 368-5345.