

OSU Offer
9/15/2021

Letter of Agreement

The Parties mutually recognize the importance of salary equity and have identified the following strategy for Fiscal Year 2024 as a starting point to address salary inequities. 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 as a starting point to address salary inequities.

The Parties agree to meet at least three times during Fiscal Year 2023 for United Academics to provide recommendations toward salary equity considerations for bargaining unit employees. The Employer will share principles or ~~rules~~ guidelines for distribution before funds are distributed. Final determinations regarding the assessment of salary equity will be made by the Employer. All funds in the pool will be distributed to bargaining unit employees, and a report of how funds were distributed and on what basis will be presented to United Academics. ~~within 30 days of the conclusion of the process.~~ This report will be provided in January 2025 and August 2025. After United Academics has received the report, the Parties ~~will~~ may meet a fourth time to review and discuss the distribution of equity increases.

Nothing in this letter prevents additional equity adjustments from being made in accordance with Article XVIII, Section 1.