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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:

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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% of the total salary pool of
11 bargaining unit employees. Eligible bargaining unit members will receive at least a 3% increase. The
12 entire university-wide salary pool will be distributed to eligible bargaining unit members.

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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 ~~2.25%~~ increase. The
17 remainder of the salary pool (1.5~~25~~% or greater) will be utilized to address meritorious performance. No
18 individual increase may exceed 7%.

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

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26 Upon request, the Employer will provide a report to the Union within 30 days listing which bargaining
27 unit members were not eligible for salary increases and the reason for ineligibility. The 30 days may be
28 extended by request.

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