

9/9/2021

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2 **UAOSU Proposal**
3 Letter of Agreement
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5 The Parties mutually recognize the importance of salary equity. During Fiscal Year 2024, the Employer
6 will establish a university-wide salary pool equivalent to at least 0.5% of the total salary pool of
7 bargaining unit employees ~~for addressing equity~~ as a starting point to address salary inequities.
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9 The Parties agree to meet at least ~~twice~~ **three times** during Fiscal Year 2023 for United Academics to
10 provide recommendations toward salary equity considerations for bargaining unit employees. **The**
11 **Employer will share principles or rules for distribution before funds are distributed.** Final determinations
12 regarding the assessment of salary equity will be made by the Employer. **All funds in the pool will be**
13 **distributed to bargaining unit employees, and a report of how funds were distributed and on what basis**
14 **will be presented to United Academics within 30 days of the conclusion of the process. After United**
15 **Academics has received the report, the Parties will meet a fourth time to review and discuss the**
16 **distribution of equity increases.**
17

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