

Highlights from Our First Contract



Salary

- Secured pay raise pools of 3% for 2021-22, 3.5% for 2022-23, and 3% for 2023-24
- All returning faculty members who receive a satisfactory performance review are now eligible for raises each year; prior practice excluded part-time faculty, faculty who had moved positions within the university, and faculty without an annual review on file for that year
- Meritorious faculty are eligible for additional increases in academic years 2022-24
- Going forward, raises will go into effect July 1 for 12-month faculty and mid-September for 9-month faculty; prior practice postponed raise distribution until mid-year in January
- Created a 0.5% equity pool to begin addressing salary inequities, beginning in 2023-24 (up from 0%). The contract emphasized this is a starting point, and that this dedicated money does not preclude other measures to address inequities.

Job Stability

- Expanded and secured two-year contracts for all Fixed-Term faculty once they achieve promotion; prior practice excluded all but instructors and was inconsistently applied
- Continued the practice of three-year contracts for faculty at second promotion (Senior Instructor II) where it exists
- Set notices of nonrenewal for all faculty, including pool hires and those on soft money (barring a sudden, external withdrawal of funding):
 - Notices for both promoted and non-promoted faculty must come prior to the expiration of their current appointment, not the beginning of the next appointment. For faculty employed in the spring and hoping to return in the fall, this effectively increases their notice of nonrenewal by at least three months
 - Promoted Fixed-Term faculty shall be given notice of nonrenewal no less than four months prior to the expiration of their current appointment
 - Non-promoted Fixed-Term faculty shall be given no less than one month notice if they were employed for a full academic year
 - Promoted Fixed-Term faculty may only be non-renewed for performance issues, lack of funding, or curricular changes and have the right to review the rationale for these decisions
- Layoffs will be controlled by contract language, not at the full discretion of the employer
- Laid off faculty will retain rights to reemployment in their position for two years

Promotion & Tenure

- Generated promotion pathways for Research Associates, Instructors (PAC), and Instructors (ALS); all of whom previously had no possibility of promotion
- Aligned promotion pathways for Instructors (ESL) and other Instructors, meaning ESL Instructors are now able to seek promotion under the same system (including a 10% raise upon promotion instead of the 5% received under the previous progression system)
- Instructors, Faculty Research Assistants, and Research Associates are eligible to be granted (not go up for) promotion four years from hire or last promotion and after 3.0 FTE years in service. This means full-time faculty can be considered as early as their fourth year in service and awarded promotion at the conclusion of that fourth year, shaving a year off the current timeline.
- Professors (Practice), Professors (Senior Research), Professors (Clinical), and Professors (Extension) are eligible for promotion 6 years from hire or last promotion and after 4.5 FTE years in service
- Lower requirement for FTE years in service means a faculty member's promotion timeline will not be set back a full year by having a term or two at less than full time
- Years in service at any FTE now count toward promotion, not just those above 0.50 FTE
- Once eligible, Fixed-Term faculty choose when they go up for promotion instead of waiting for a supervisor to allow them to apply for promotion

Research Support

- Employer must provide and maintain facilities and equipment necessary to job duties
- Established a faculty member's right to refuse hazardous work, as well as procedures for addressing workplace safety issues
- Created new bridge funding pool equivalent to 1% of all recovered overhead (1% = ~\$430,000/year), beginning in September 2022 (up from 0%)
- Instituted Faculty Research Assistant and Research Associate job exchange, allowing currently and recently employed FRAs and RAs to move positions without open searches
- Employer must provide at least three months notice before discontinuing current practice of 25% reduction of tuition charged to grants once a graduate employee has reached candidacy

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Position Descriptions & Workload Policies

- All position descriptions will be brought up-to-date via a consultative process by June 30, 2022
- Position descriptions must accurately reflect work performed and be used as the basis for evaluations, merit increases, and promotion & tenure reviews
- Faculty will ordinarily receive one-term advance notice of their course assignments
- Full-time/part-time status cannot be used as the basis for setting different per course FTEs
- Employer cannot arbitrarily keep faculty below 0.50 FTE in order to deny benefits
- Units/colleges created standard workload policies prior to Fall 2021, including procedures for addressing excessive workload and setting a minimum number of course releases for pre-tenure faculty

Grievance Procedures

- Established clear and enforceable grievance process ending in third-party arbitration, meaning the final decision will be in the hands of a neutral arbitrator instead of solely in the hands of the employer
- Incorporated many existing policies into the contract, making them enforceable via the grievance process
- Process and information used in promotion, tenure, renewal, merit distribution, and other decisions are subject to the grievance procedure
- Claims of discrimination, harassment, and bullying are subject to the grievance process
- Secured strong, grievable academic freedom protections

Benefits

- Increased employer contributions to family insurance premiums of Postdoctoral Scholars from 0% to 90%
- Secured 100% employer contribution to employee insurance for continuing Postdoctoral Scholars and 90% employer contribution to employee insurance for incoming Postdoctoral Scholars
- Continued PEBB and retirement benefit contribution rates for all eligible faculty
- If the employer's current obligation to contribute 6% of a faculty member's salary toward their retirement should be legally changed, that 6% will be redirected to the faculty member's salary

Equitable & Inclusive Employment

- Doubled paid parental leave from 60 hours to 120 hours and expanded eligibility for paid leave to include events covered by family and medical leave (https://www.oregon.gov/boli/employers/Documents/BOLI_OFLA.pdf)
- Created a committee to reevaluate processes and policies related to the Equal Opportunity and Access Office, harassment, bullying, and discrimination
- Formed the Child Care Task Force to work with campus partners to recommend strategies that address child care needs
- Secured \$500 for reimbursing visa and/or SEVIS fees for a faculty member (if not on an employer-sponsored visa) or family member
- Supervisors will be trained to recognize, acknowledge, and compensate currently unpaid service work, often performed by women, faculty of color, and faculty from other underrepresented communities

Academic Freedom & Intellectual Property

- Protected faculty copyright to materials developed under standard Ecampus course development agreements
- Secured strong, grievable academic freedom protections

Read the full text of our collective bargaining agreement at uaosu.org/contract. Got questions? Want to get more involved with our union? Email us at info@uaosu.org.