

1 UNITED ACADEMICS COUNTERPROPOSAL (6/13/2024)
2 UNIVERSITY OF OREGON COUNTERPROPOSAL (5/16/2024)

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4 Document Key

5 UA new | UA deletion | UO new | UO deletion | Accepted | Deleted | Status Quo | Restored

6
7 ARTICLE 26. SALARY
8

9 {Merit table from previous admin proposal deleted for clarity}

10
11 Section 1. January ~~2022~~ 2025 Across the Board Increase. Eligible bargaining unit faculty
12 members will receive a ~~5%~~ 9.4% 9.18% increase to base salary effective January 1, ~~2022~~ 2025.
13 Eligible bargaining unit faculty members are those with an appointment as of October 31, ~~2021~~
14 2024.

15
16 Section 2. January ~~2023~~ 2026 Across the Board Increases. Eligible bargaining unit faculty
17 members will receive a ~~2%~~ 4.4% 4.3% increase to base salary effective January 1, ~~2023~~ 2026.
18 Eligible bargaining unit faculty members are those with an appointment as of October 31, ~~2022~~
19 2025. In addition, the University will establish a pool of ~~2.5%~~ 2.44% of bargaining unit faculty
20 salaries to address external equity issues, and a unit-based pool of ~~2.5%~~ 2.44% to address
21 internal equity issues. Total pool amounts will be determined by the total base salary (prorated
22 for FTE) for eligible faculty members in each group as of October 31, 2025. All equity-based
23 salary increases will be effective January 1, 2026. Any funds from the equity pools that are not
24 allocated as equity raises or for units/ranks for which there is no comparator data will be
25 distributed as across-the-board raises of ~~2.5%~~ 2.44%.

26
27 a. External equity: “External equity” issues refer to the pattern of differences between
28 average salaries for units (by rank) at the University and average salaries for similar
29 units/ranks at other public universities in the Association of American Universities. The
30 Joint Committee on Equity (see Section 13) shall be responsible for constructing policies
31 and procedures for guiding the distribution of monies in the external equity raise pool to
32 address this pattern of differences according to the following principles: The goal of these
33 raises is to increase by the most the average salaries of those faculty in units/ranks that
34 are farthest from their AAU public comparators. If the pool is insufficient to raise all
35 unit/rank averages to the external comparator levels, the Joint Committee shall prioritize
36 increases for those units/ranks that are farthest from the comparators. Within units/ranks,
37 raises shall prioritize those most underpaid in comparison to external comparators.

38
39 b. Internal equity: “Internal equity” issues refer to a pattern of differences, including
40 compression and inversion among salaries within units and time in rank. The Joint
41 Committee on Equity (see Section 13) shall be responsible for constructing policies and
42 procedures to guide the distribution of monies in the internal equity raise pool. In
43 determining differences in pay, the Joint Committee will account for the University
44 Senate’s study on service, situations of protected classes of faculty, and the Oregon Equal
45 Pay Act. Processes shall include appropriate data analysis, contract and CV reviews, and

1 interviews as necessary.
2

3 **Section 3. January Merit Increases.** Eligible bargaining unit faculty members will receive a
4 3.4% increase to base salary effective January 1, 2027. Eligible bargaining unit faculty members
5 are those with an appointment as of October 31, 2026. In addition to the meritorious salary
6 increases associated with successful promotion, tenure, and six-year post-tenure, and Career
7 continuous employment reviews, the University will establish a unit-based pools of 3% 6%
8 5.78% for salary increases to be distributed solely as merit to bargaining unit faculty members in
9 the Career and Tenure-Track and Tenured classifications as follows: Total unit-based pool
10 amounts will be determined based on the total base salary (prorated for FTE) for eligible faculty
11 members in each group as of October 31, preceding the increase date, 2023 2026 and increases
12 will be effective January 1, 2024 2027.
13

14 **a. Eligibility:** To be eligible for merit, the faculty member must have an appointment on
15 or before July 1, preceding the increase date, 2023-2026. Merit reviews will be based on
16 the work performed by the faculty member since the faculty member's last merit review
17 or since the faculty member's start date, if the faculty member was hired during the last
18 review period, and may take into account the length of service over the review period.
19 Units may establish different reviews period review periods in their respective unit level
20 policies.
21

22 **b. Distribution:** ~~Merit distributions should be given as a percentage of base salary,
23 irrespective of FTE in any given review period, and not as a flat dollar amount, unless
24 the unit has Office of the Provost approval for the distribution.~~ Unit level merit policies
25 must include criteria for determining whether faculty members exceed, meet, or do not
26 meet expectations in teaching, service, and research, as applicable, and a methodology
27 for determining when faculty meet expectations overall based on their ratings in those
28 areas. ~~Merit determinations may not be grieved except for specific allegations of
29 process error(s) or prohibited discrimination and retaliation that materially impacted a
30 determination. Neither the academic judgment and/or application of unit-level criteria of
31 a merit determination may be grieved.~~
32

33 **Section 2 4. Funding-Contingent Faculty**

- 34
- 35 a. In no case will a funding-contingent faculty member be awarded retroactive salary
36 increases. In lieu of retroactive pay, funding-contingent faculty members will be entitled
37 to a lump-sum equivalent to the retroactive pay to be distributed no less than three
38 months after the retroactive pay would have otherwise been provided.
39
 - 40 b. Funding-contingent faculty who are principal investigators on the sponsored project that
41 funds their own salary may petition the Office of the Provost to delay or forgo an increase
42 in their own salary as required under this Agreement.
43

44 **Section 3 5. Salary Floors**

- 45
- 46 a. As of July 1, 2025, the following minimum salary floors will be in effect for all

1 bargaining unit faculty members in the Career, Postbaccalaureate Scholar, Pro Tem,
2 Visiting, and Retired classifications:
3

Category	9-month Salary Floor	12-month Salary Floor
PE & Rec	\$35,251	\$43,085
Postbaccalaureate Scholar	\$32,549	\$39,782
Research Assistant (Type A)	\$32,549	\$39,782
Research Assistant (Type B)	\$35,380	\$43,242
Research Assistant (Type C)	\$38,456	\$47,002
Research Associate	\$43,262	\$52,877
All Others	\$52,877	\$64,627

4
5
6 Salary floors for 9-month appointments are 9/11 of the 12-month salary floor.

7
8 *[comment: previous tables deleted for clarity]*
9

10
11 b. ~~Through June 30, 2023, the minimum salary floor for Pro Tem and Visiting bargaining~~
12 ~~unit faculty members will be 90% of the corresponding Career floor in subsection (a).~~
13 ~~Effective July 1, 2023, the~~ The minimum salary floors for instructional Pro Tem and
14 ~~Visiting bargaining unit faculty members are will be 90% of the corresponding Career~~
15 ~~floor in subsection (b).~~
16

17 b. **Postdoctoral Scholars:** Each department or unit that hires Postdoctoral Scholars will
18 maintain a unit-based salary floor that is no less than the Research Associate salary floor in
19 Section 3.a. Departments or units reserve the right to pay at a higher level, so long as salary
20 equity by years of service is maintained. ~~When a Postdoctoral Scholar's annual contract is~~
21 ~~renewed, they shall receive an increase to base salary. Postdoctoral Scholars are not eligible~~
22 ~~for merit or across the board salary increases pursuant to this Article.~~
23

24 i. **NIH Minimum.** The minimum salary floor for Postdoctoral Scholars on 12-
25 month appointments funded by NIH grants will be no less than the amounts set
26 according to the NIH Postdoctoral minimum salary schedule and the floor will
27 be adjusted each year pursuant to that NIH schedule. Postdoctoral Scholars under
28 this section shall not be entitled to any merit or across the board increases
29 pursuant to this Article.
30

1 ~~increase of at least 4% of base salary.~~

- 2
3 d. **Increases are minimums.** All increases specified in this Section are minimum increases.
4 The University may choose to provide additional increases to base salary upon promotion
5 and/or reviews.
6

7 **Section 5 7. Retention Adjustments.** To facilitate retention salary adjustments, the Office
8 of the Provost will maintain a retention salary adjustment policy, posted on their website,
9 describing the criteria and procedures to be used in making retention adjustments for
10 bargaining unit faculty members. The Office of the Provost will notify the Union of any
11 retention adjustments made to the salary of a bargaining unit faculty member ~~as well as~~
12 ~~denials of retention efforts.~~

13
14 **Section 6 8. Payment of Salary.** Bargaining unit faculty members may opt to be paid in 12
15 equal monthly installments consistent with IRS regulations. Salary shall be paid by direct
16 deposit except in the case of emergency or unless another method of payment is required by law.
17 ~~If the University fails to issue pay to a bargaining unit faculty member on time (including but~~
18 ~~not limited to salary, stipends, overloads, awards), the University shall be liable for any costs~~
19 ~~incurred by the bargaining unit faculty member as a result of late payment, including but not~~
20 ~~limited to overdraft fees and late fees assessed for household bills. If the University is more~~
21 ~~than five days late in issuing a bargaining unit faculty member's pay, the University shall also~~
22 ~~provide the affected bargaining unit faculty member an additional \$50 per day until their full~~
23 ~~salary is issued.~~

24
25 **Section 9. Reimbursements.** The University shall reimburse bargaining unit faculty members
26 for their approved expenses (including but not limited to travel, purchases, payroll expenses, and
27 other properly substantiated business and research expenses) in a timely manner. ~~If the~~
28 ~~University fails to pay such reimbursements within 35 days, the University shall also provide~~
29 ~~affected bargaining unit faculty members an additional \$50 per day until the reimbursement has~~
30 ~~been issued.~~

31
32 **Section 7 9. Alternative Program Models.** Notwithstanding other provisions of this agreement,
33 assignments in programs that rely on alternative compensation models (where compensation is
34 provided at a fixed rate outside regular salary) to be financially viable may be compensated at a
35 rate to be agreed to by the University and the bargaining unit faculty member without regard to
36 the bargaining unit member's existing base salary.
37

38 **Section 8 10. Workload Adjustments.** Both parties recognize that professional responsibilities
39 ebb and flow throughout the year. The provisions of this section are not meant to address minor
40 or normal fluctuations in workload.
41

- 42 a. If a Career or Limited Duration bargaining unit faculty member has their FTE reduced
43 with no demonstrable corresponding reduction in workload, then the bargaining unit
44 faculty member's base salary will be increased in proportion to the FTE reduction.
45
46 b. If a Career or Limited Duration bargaining unit faculty member has their workload

1 significantly increased with no corresponding increase in FTE, then the bargaining unit
2 faculty member's base salary will be increased in proportion to the workload increase.
3

- 4 c. If a bargaining unit faculty member is paid an overload or stipend it must be for work
5 above and beyond their regular workload. If the University ends an overload or stipend
6 payment and a workload adjustment has not been made to account for the change, the
7 bargaining unit faculty member will no longer be expected to complete the assignment
8 which generated the overload or stipend.
9

10 **Section 9 11.** For a period of two years post layoff, Career faculty members who are laid off for
11 academic or financial reasons (Article 16, Section 12.b & c.) and who are rehired in the same
12 category must retain the same or greater FTE as of the time of layoff. Laid off Career faculty
13 members hired back into the same department or unit will be hired back at the same or greater
14 FTE and salary.
15

16 **Section 10 12. Academic Year Appointment Half-Month Pay.** Bargaining unit faculty
17 members with academic year appointments (9-month) in positions that are exempt (salaried) will
18 receive a full-half-month salary in September and in June at their respective monthly rate. This
19 Section does not apply to those with otherwise partial-month appointments (i.e., single-term only
20 appointments), those not employed in a respective month, or those who have elected a 12-month
21 pay option.
22

23 **Section 13. Joint Committee on Equity.** The Union and the University agree to form a Joint
24 Committee on Equity (Joint Committee) charged with creating policies and procedures for
25 guiding the distribution of equity pool money.

- 26 a. **Composition.** The Joint Committee shall be made up of three members appointed by the
27 Union and three members appointed by the University.
28 b. **Internal and External Equity.** The Joint Committee is charged with establishing
29 policies and procedures for guiding the distribution of the monies in the equity pools for
30 internal and external equity (See Section 2). The Joint Committee will first calculate
31 external equity raises and then, using the resulting salaries as the baseline, calculate
32 internal equity raises.
33 c. **Publication.** The policies established by the Joint Committee will be published on the
34 Academic Affairs website and provided by email to the Union.
35 d. **Service Credit for Members.** Whether by the Union or the University, any appointment
36 of a bargaining unit member to the Joint Committee shall be considered a service
37 obligation for that member during the period that the Joint Committee meets.
38 Membership on the Joint Committee shall be considered equitably with other service
39 obligations with respect to workload planning and any review of faculty activity
40 including but not limited to merit raises, promotion and tenure reviews, and post-tenure
41 or post-promotion reviews.
42 e. **Deadline.** The work of the Joint Committee shall be completed October 31, 2025.
43 Should the Joint Committee fail to complete either the external or internal equity
44 adjustments by this date, the monies shall be distributed as across-the-board raises.