

1 UNIVERSITY OF OREGON COUNTERPROPOSAL (10/31/2024)
 2 UNITED ACADEMICS COUNTERPROPOSAL (9/26/2024)
 3 UNIVERSITY OF OREGON COUNTERPROPOSAL (8/13/2024)
 4 UNITED ACADEMICS COUNTERPROPOSAL (6/13/2024)
 5 UNIVERSITY OF OREGON COUNTERPROPOSAL (5/16/2024)
 6 UNITED ACADEMICS COUNTERPROPOSAL (4/18/2024)
 7 UNIVERSITY OF OREGON COUNTERPROPOSAL (3/14/2024)
 8 UNITED ACADEMICS PROPOSAL (2/29/2024)

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 10 **Document Key**

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

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 13 **ARTICLE 26. SALARY**

14
 15 **Section 1. Merit-Tenured, Tenure-Track, and Career Increases.**

- 16
 17 a. **Across the Board Increase.** On January 1, 2025, bargaining unit faculty members in the
 18 Tenured and Tenure-Track and Career classifications who held a UO faculty appointment
 19 on or before July 1, 2024, shall receive an increase to base salary of 3%.
 20
 21 b. **Merit Increases.** In addition to the meritorious salary increases associated with
 22 successful promotion, tenure, ~~and six-year~~-post-tenure, and career continuous
 23 employment reviews, the University will establish a unit-based pools of ~~3%-6%~~ for salary
 24 increases to be distributed solely as merit to eligible bargaining unit faculty members in
 25 the Career and Tenure-Track and Tenured classifications as follows:-
 26

Increase Date	Tenure-Track and Tenured	Career
January 1, 2025	3%	3%
January 1, 2026	3%	3%
January 1, 2027	3%	3%

27
 28 Total unit-based pool amounts will be determined based on the total base salary (prorated
 29 for FTE) for eligible faculty members in each group as of October 31 preceding the
 30 increase date. ~~2023-2026 and increases will be effective January 1, 2024-2027.~~

31
 32 **a. Eligibility:** To be eligible for merit, the faculty member must have an appointment on
 33 or before July 1 preceding the increase date; ~~2023-2026~~. Merit reviews will be based on
 34 the work performed by the faculty member since the faculty member's last merit review
 35 or since the faculty member's start date, if the faculty member was hired during the last
 36 review period, and may take into account the length of service over the review period.
 37 Units may establish different ~~reviews period~~ review periods in their respective unit level
 38 policies.
 39

b. Distribution: Merit distributions should be given as a percentage of base salary, irrespective of FTE in any given review period, and not as a flat dollar amount, unless the unit has Office of the Provost approval for the distribution. Unit level merit policies must include criteria for determining whether faculty members ~~exceed,~~ meet, or do not meet expectations in teaching, service, and research, as applicable, and a methodology for determining when faculty meet expectations overall based on their ratings in those areas. Among faculty who meet expectations for merit raises, it is expected that there will be different levels of accomplishment in teaching, scholarship and creative activities, and service that will correspond to different merit ratings in those categories and overall.

Section 2. Limited Duration Continuing Appointment Increases. Bargaining unit faculty members in the Pro Tem, Visiting, and Retired classifications who both hold an appointment on the corresponding increase date specified below ~~in Section 1~~ and held a UO faculty appointment in the academic and/or fiscal year preceding the corresponding increase date, shall receive an increase to base salary as follows: ~~of 2% on the corresponding increase date.~~

- a. January 1, 2025: 2% increase to base salary;
- b. January 1, 2026: 2% increase to base salary;
- c. January 1, 2027: 2% increase to base salary;

{Merit table from previous admin proposal deleted for clarity}

~~**Section 1. January 2022 2025 Across the Board Increase.** Eligible bargaining unit faculty members will receive a 5% 9.4% 9.14% 8.5% increase to base salary effective January 1, 2022 2025. Eligible bargaining unit faculty members are those with an appointment as of October 31, 2021 2024.~~

~~**Section 2. January 2023 2026 Across the Board Increases.** Eligible bargaining unit faculty members will receive a 2% 4.4% 4.3% 3.62% increase to base salary effective January 1, 2023 2026. Eligible bargaining unit faculty members are those with an appointment as of October 31, 2022 2025. In addition, the University will establish a pool of 2.5% 2.44% of bargaining unit faculty salaries to address external equity issues, and a unit-based pool of 2.5% 2.44% to address internal equity issues. Total pool amounts will be determined by the total base salary (prorated for FTE) for eligible faculty members in each group as of October 31, 2025. All equity based salary increases will be effective January 1, 2026. Any funds from the equity pools that are not allocated as equity raises or for units/ranks for which there is no comparator data will be distributed as across the board raises of 2.5% 2.44%.~~

a. External equity: “External equity” issues refer to the pattern of differences between average salaries for units (by rank) at the University and average salaries for similar units/ranks at other public universities in the Association of American Universities. The Joint Committee on Equity (see Section 13) shall be responsible for constructing policies and procedures for guiding the distribution of monies in the external equity raise pool to address this pattern of differences according to the following principles: The goal of these raises is to increase by the most the average salaries of those faculty in units/ranks that are farthest from their AAU public comparators. If the pool is insufficient to raise all

86 unit/rank averages to the external comparator levels, the Joint Committee shall prioritize
87 increases for those units/ranks that are farthest from the comparators. Within units/ranks,
88 raises shall prioritize those most underpaid in comparison to external comparators.
89

90 **b. Internal equity:** “Internal equity” issues refer to a pattern of differences, including
91 compression and inversion among salaries within units and time in rank. The Joint
92 Committee on Equity (see Section 13) shall be responsible for constructing policies and
93 procedures to guide the distribution of monies in the internal equity raise pool. In
94 determining differences in pay, the Joint Committee will account for the University
95 Senate’s study on service, situations of protected classes of faculty, and the Oregon Equal
96 Pay Act. Processes shall include appropriate data analysis, contract and CV reviews, and
97 interviews as necessary.
98

99 **Section 3. January 2027 Merit Increases.** Eligible bargaining unit faculty members will receive
100 a 3.4% increase to base salary effective January 1, 2027. Eligible bargaining unit faculty
101 members are those with an appointment as of October 31, 2026. In addition to the meritorious
102 salary increases associated with successful promotion, tenure, and six-year post-tenure, and
103 eCareer continuous employment reviews, the University will establish a unit-based pools of 3%
104 6% 5.78% 5.10% for salary increases to be distributed solely as merit to bargaining unit faculty
105 members in the Career and Tenure Track and Tenured classifications as follows: Total unit-
106 based pool amounts will be determined based on the total base salary (prorated for FTE) for
107 eligible faculty members in each group as of October 31, preceding the increase date. 2023-2026
108 and increases will be effective January 1, 2024-2027.
109

110 **a. Eligibility:** To be eligible for merit, the faculty member must have an appointment on
111 or before July 1, preceding the increase date, 2023-2026. Merit reviews will be based on
112 the work performed by the faculty member since the faculty member’s last merit review
113 or since the faculty member’s start date, if the faculty member was hired during the last
114 review period, and may take into account the length of service over the review period.
115 Units may establish different reviews period review periods in their respective unit level
116 policies.
117

118 **b. Distribution:** Merit distributions should be given as a percentage of base salary,
119 irrespective of FTE in any given review period, and not as a flat dollar amount, unless
120 the unit has Office of the Provost approval for the distribution. Unit level merit policies
121 must include criteria for determining whether faculty members exceed, meet, or do not
122 meet expectations in teaching, service, and research, as applicable, and a methodology
123 for determining when faculty meet expectations overall based on their ratings in those
124 areas. Merit determinations may not be grieved except for specific allegations of
125 process error(s) or prohibited discrimination and retaliation that materially impacted a
126 determination. Neither the academic judgment and/or application of unit-level criteria of
127 a merit determination may be grieved.
128

129 **Section 3. Funding-Contingent Faculty**

- 130
131 a. In no case will a funding-contingent faculty member be awarded retroactive salary

132 increases. In lieu of retroactive pay, funding-contingent faculty members will be entitled
133 to a lump-sum equivalent to the retroactive pay to be distributed no less than three
134 months after the retroactive pay would have otherwise been provided.
135

- 136 b. Funding-contingent faculty who are principal investigators on the sponsored project that
137 funds their own salary may petition the Office of the Provost to delay or forgo an increase
138 in their own salary as required under this Agreement.
139

140 Section 4. Salary Floors

- 141
- 142 a. As of July 1, 2025, the following minimum salary floors will be in effect for all
143 bargaining unit faculty members in the Career, Postbaccalaureate Scholar, ~~Pro Tem,~~
144 ~~Visiting,~~ and Retired classifications:
145

Category	9-month Salary Floor	12-month Salary Floor
PE & Rec	\$30,257	\$36,981
Postbaccalaureate Scholar	\$27,938	\$34,147
Research Assistant (Type A)	\$27,938	\$34,147
Research Assistant (Type B)	\$30,368	\$37,116
Research Assistant (Type C)	\$33,008	\$40,343
Research Associate	\$37,134	\$45,386
All Others	\$45,386	\$55,472

146 Salary floors for 9-month appointments are 9/11 of the 12-month salary floor.
147

- 148 b. ~~Through June 30, 2023, the minimum salary floor for Pro Tem and Visiting bargaining~~
149 ~~unit faculty members will be 90% of the corresponding Career floor in subsection (a).~~
150 ~~Effective July 1, 2023, the~~ The minimum salary floors for instructional Pro Tem and
151 Visiting bargaining unit faculty members ~~are will be~~ 90% of the corresponding Career
152 floor in subsection (a).
153

- 154 c. **Postdoctoral Scholars:** Each department or unit that hires Postdoctoral Scholars will
155 maintain a unit-based salary floor that is no less than the Research Associate salary floor
156 in Section 3.a. Departments or units reserve the right to pay at a higher level, so long as
157 salary equity by years of service is maintained. Postdoctoral Scholars are not eligible for
158 merit or across the board salary increases pursuant to this Article but shall receive an
159 increase to base salary at least annually. ~~When a Postdoctoral Scholar's annual contract~~
160 ~~is renewed, they shall receive an increase to base salary.~~

- 161
- 162 i. **NIH Minimum.** ~~The minimum salary floor for Postdoctoral Scholars on 12-~~
163 ~~month appointments funded by NIH grants will be no less than the amounts set~~
164 ~~according to the NIH Postdoctoral minimum salary schedule and the floor will~~
165 ~~be adjusted each year pursuant to that NIH schedule. Postdoctoral Scholars under~~
166 ~~this section shall not be entitled to any merit or across the board increases~~
167 ~~pursuant to this Article.~~

168
169 ii. ~~Other Postdoc Minimum.~~ The minimum salary floor for all other Postdoctoral
170 Scholars is the Research Associate salary floor under 5.b. Postdoctoral Scholars
171 under this section shall be eligible to receive merit or across the board increases
172 pursuant to this Article. No current bargaining unit faculty member in the
173 Postdoctoral Scholar classification will have their base salary reduced with the
174 introduction of non-NIH salary floor under this section. Postdoctoral scholars
175 who perform teaching duties will receive the equivalent pay for their teaching
176 responsibilities, or their Postdoctoral salary floor, whichever is higher.
177

178 d. ~~The following minimum salary floors will be in effect for all bargaining unit faculty~~
179 ~~members in the Career, Postbaccalaureate Scholar, and Retired classifications:~~

180	i. PE/Rec-	\$26,000
181	ii. Postbaccalaureate Scholar	\$30,600
182	iii. Research Assistant (Type A)	\$30,600
183	iv. Research Assistants (Pre-2022 Types, Type B, and Type C)	\$34,000
184	v. All Others	\$39,000

185
186
187 e. ~~As of July 1, 2023, the following minimum salary floors will be in effect for all~~
188 ~~bargaining unit faculty members in the Career, Postbaccalaureate Scholar, and Retired~~
189 ~~classifications:~~
190

191 **Section 5. Promotion and Review Related Salary Increases.** All increases under this section
192 will become effective September 16 for 9-month appointments and July 1 for 12-month
193 appointments following the date of the review decision. To the extent a review decision is
194 delayed by the University an increase will be made retroactively to the dates above, as
195 appropriate.
196

- 197 a. **Promotion Increases.** All bargaining unit faculty members who achieve a promotion in
198 rank will receive an increase of 8% ~~at least 8% 10%~~ of base salary.
199
- 200 b. **Sixth-Year Post-Tenure Review Increases.** Full professors who successfully complete
201 (meets expectations in all areas ~~or exceeds expectations in all areas~~) their first a major
202 sixth-year post-tenure review after promotion to full professor will receive an increase to
203 base salary of 7.1% ~~at least 4% 6% for meeting expectations in all areas or at least 8%~~
204 ~~10% for exceeding expectations in all areas~~. Full professors who successfully complete
205 subsequent major reviews will receive an increase of ~~at least 4%~~ of base salary.
206
- 207 c. **Career Continuous Employment Review Increases.** Career faculty at the highest rank
208 in their category or in a single rank category who successfully complete (meets ~~or~~
209 ~~exceeds~~ expectations in all areas) their first a continuous employment review will
210 receive an increase to base salary of 7.1% ~~at least 4% 6% for meeting expectations in all~~
211 ~~areas or at least 8% 10% for exceeding expectations in all areas~~. Career faculty who
212 successfully complete subsequent continuous employment reviews will receive an
213 increase of ~~at least 4%~~ of base salary.

214
215 ~~d. **Increases are minimums.** All increases specified in this Section are minimum increases.~~
216 ~~The University may choose to provide additional increases to base salary upon promotion~~
217 ~~and/or reviews.~~

218
219 **Section 6. Retention Adjustments.** To facilitate retention salary adjustments, the Office of
220 the Provost will maintain a retention salary adjustment policy, posted on their website,
221 describing the criteria and procedures to be used in making retention adjustments for
222 bargaining unit faculty members. The Office of the Provost will notify the Union of any
223 retention adjustments made to the salary of a bargaining unit faculty member ~~as well as any~~
224 ~~cases where the Office of the Provost decided not to make a retention offer to a bargaining~~
225 ~~unit faculty member as well as denials of retention efforts.~~

226
227 **Section 7. Payment of Salary.** Bargaining unit faculty members may opt to be paid in 12 equal
228 monthly installments consistent with IRS regulations. Salary shall be paid by direct deposit
229 except in the case of emergency or unless another method of payment is required by law. ~~If the~~
230 ~~University fails to issue pay to a bargaining unit faculty member on time (including but not~~
231 ~~limited to salary, stipends, overloads, awards), the University shall be liable for any costs~~
232 ~~incurred by the bargaining unit faculty member as a result of late payment, including but not~~
233 ~~limited to overdraft fees and late fees assessed for household bills. Bargaining unit faculty~~
234 ~~members are responsible for checking their pay stub each pay period and to report any~~
235 ~~discrepancies (e.g., overpayment, underpayment, deduction errors, etc.) to the University in a~~
236 ~~timely manner. If the University is more than five days late in issuing a bargaining unit faculty~~
237 ~~member's pay, the University shall also provide the affected bargaining unit faculty member an~~
238 ~~additional \$50 per day until their full salary is issued.~~

239
240 ~~**Section 9. Reimbursements.** The University shall reimburse bargaining unit faculty members~~
241 ~~for their approved expenses (including but not limited to travel, purchases, payroll expenses, and~~
242 ~~other properly substantiated business and research expenses) in a timely manner. If the~~
243 ~~University fails to pay such reimbursements within 35 days, the University shall also provide~~
244 ~~affected bargaining unit faculty members an additional \$50 per day until the reimbursement has~~
245 ~~been issued.~~

246
247 **Section 8. Alternative Program Models.** Notwithstanding other provisions of this agreement,
248 assignments in programs that rely on alternative compensation models (where compensation is
249 provided at a fixed rate outside regular salary) to be financially viable may be compensated at a
250 rate to be agreed to by the University and the bargaining unit faculty member without regard to
251 the bargaining unit member's existing base salary.

252
253 **Section 9. Workload Adjustments.** Both parties recognize that professional responsibilities ebb
254 and flow throughout the year. The provisions of this section are not meant to address minor or
255 normal fluctuations in workload.

- 256
257 a. If a Career or Limited Duration bargaining unit faculty member has their FTE reduced
258 with no demonstrable corresponding reduction in workload, then the bargaining unit
259 faculty member's base salary will be increased in proportion to the FTE reduction.

- 260
261 b. If a Career or Limited Duration bargaining unit faculty member has their workload
262 significantly increased with no corresponding increase in FTE, then the bargaining unit
263 faculty member's base salary will be increased in proportion to the workload increase.
264
265 c. If a bargaining unit faculty member is paid an overload or stipend it must be for work
266 above and beyond their regular workload. If the University ends an overload or stipend
267 payment and a workload adjustment has not been made to account for the change, the
268 bargaining unit faculty member will no longer be expected to complete the assignment
269 which generated the overload or stipend.
270

271 **Section 10.** For a period of two years post layoff, Career faculty members who are laid off for
272 academic or financial reasons (Article 16, Section 12.b & c.) and who are rehired in the same
273 category must retain the same or greater FTE as of the time of layoff. Laid off Career faculty
274 members hired back into the same department or unit will be hired back at the same or greater
275 FTE and salary.
276

277 **Section 12. Academic Year Appointment Half-Month Pay.** Bargaining unit faculty members
278 with academic year appointments (9-month) in positions that are exempt (salaried) will receive a
279 full-half-month salary in September and in June at their respective monthly rate. This Section
280 does not apply to those with otherwise partial-month appointments (i.e., single-term only
281 appointments), those not employed in a respective month, or those who have elected a 12-month
282 pay option.
283

284 ~~**Section 14. Joint Committee on Equity.** The Union and the University agree to form a Joint
285 Committee on Equity (Joint Committee) charged with creating policies and procedures for
286 guiding the distribution of equity pool money.~~

- 287 ~~a. **Composition.** The Joint Committee shall be made up of three members appointed by the
288 Union and three members appointed by the University.~~
- 289 ~~b. **Internal and External Equity.** The Joint Committee is charged with establishing
290 policies and procedures for guiding the distribution of the monies in the equity pools for
291 internal and external equity (See Section 2). The Joint Committee will first calculate
292 external equity raises and then, using the resulting salaries as the baseline, calculate
293 internal equity raises.~~
- 294 ~~c. **Publication.** The policies established by the Joint Committee will be published on the
295 Academic Affairs website and provided by email to the Union.~~
- 296 ~~d. **Service Credit for Members.** Whether by the Union or the University, any appointment
297 of a bargaining unit member to the Joint Committee shall be considered a service
298 obligation for that member during the period that the Joint Committee meets.
299 Membership on the Joint Committee shall be considered equitably with other service
300 obligations with respect to workload planning and any review of faculty activity
301 including but not limited to merit raises, promotion and tenure reviews, and post-tenure
302 or post-promotion reviews.~~
- 303 ~~e. **Deadline.** The work of the Joint Committee shall be completed October 31, 2025.
304 Should the Joint Committee fail to complete either the external or internal equity
305 adjustments by this date, the monies shall be distributed as across the board raises.~~