

1 UNIVERSITY OF OREGON COUNTERPROPOSAL (8/13/2024)  
2 UNITED ACADEMICS COUNTERPROPOSAL (6/13/2024)  
3 UNIVERSITY OF OREGON COUNTERPROPOSAL (5/16/2024)  
4 UNITED ACADEMICS COUNTERPROPOSAL (4/18/2024)  
5 UNIVERSITY OF OREGON COUNTERPROPOSAL (3/14/2024)  
6 UNITED ACADEMICS PROPOSAL (2/29/2024)  
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8 **Document Key**

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11 **ARTICLE 26. SALARY**

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

- 13  
14  
15 a. **Across the Board Increase.** On January 1, 2025, bargaining unit faculty members in the  
16 Tenured and Tenure-Track and Career classifications who held a UO faculty appointment  
17 on or before July 1, 2024, shall receive an increase to base salary of 3%.  
18  
19 b. **Merit Increases.** In addition to the meritorious salary increases associated with  
20 successful promotion, tenure, ~~and six-year~~-post-tenure, and career continuous  
21 employment reviews, the University will establish a unit-based pools of ~~3% 6%~~ for salary  
22 increases to be distributed solely as merit to eligible bargaining unit faculty members in  
23 the Career and Tenure-Track and Tenured classifications as follows:-  
24

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

25  
26 Total unit-based pool amounts will be determined based on the total base salary (prorated  
27 for FTE) for eligible faculty members in each group as of October 31 preceding the  
28 increase date. ~~2023-2026 and increases will be effective January 1, 2024-2027.~~  
29

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

38 **b-Distribution:** Merit distributions should be given as a percentage of base salary,  
39 irrespective of FTE in any given review period, and not as a flat dollar amount, unless

40 the unit has Office of the Provost approval for the distribution. Unit level merit policies  
41 must include criteria for determining whether faculty members ~~exceed,~~ meet, or do not  
42 meet expectations in teaching, service, and research, as applicable, and a methodology  
43 for determining when faculty meet expectations overall based on their ratings in those  
44 areas. Among faculty who meet expectations for merit raises, it is expected that there  
45 will be different levels of accomplishment in teaching, scholarship and creative  
46 activities, and service that will correspond to different merit ratings in those categories  
47 and overall.

48  
49 **Section 2. Limited Duration Continuing Appointment Increases.** Bargaining unit faculty  
50 members in the Pro Tem, Visiting, and Retired classifications who both hold an appointment on  
51 the corresponding increase date specified below ~~in Section 1~~ and held a UO faculty appointment  
52 in the academic and/or fiscal year preceding the corresponding increase date, shall receive an  
53 increase to base salary as follows: ~~of 2% on the corresponding increase date.~~

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

57  
58 ~~January 2022-2025 Across the Board Increase.~~ Eligible bargaining unit faculty members will  
59 receive a ~~5% 9.4% 9.18%~~ increase to base salary effective January 1, ~~2022-2025~~. Eligible  
60 bargaining unit faculty members are those with an appointment as of October 31, ~~2021-2024~~.

61  
62 ~~Section 2. January 2023-2026 Across the Board Increases.~~ Eligible bargaining unit faculty  
63 members will receive a ~~2% 4.4% 4.3%~~ increase to base salary effective January 1, ~~2023-2026~~.  
64 Eligible bargaining unit faculty members are those with an appointment as of October 31, ~~2022~~  
65 ~~2025~~. In addition, the University will establish a pool of ~~2.5% 2.44%~~ of bargaining unit faculty  
66 salaries to address external equity issues, and a unit-based pool of ~~2.5% 2.44%~~ to address  
67 internal equity issues. Total pool amounts will be determined by the total base salary (prorated  
68 for FTE) for eligible faculty members in each group as of October 31, 2025. All equity-based  
69 salary increases will be effective January 1, 2026. Any funds from the equity pools that are not  
70 allocated as equity raises or for units/ranks for which there is no comparator data will be  
71 distributed as across the board raises of ~~2.5% 2.44%~~.

72  
73 **a. External equity:** “External equity” issues refer to the pattern of differences between  
74 average salaries for units (by rank) at the University and average salaries for similar  
75 units/ranks at other public universities in the Association of American Universities. The  
76 Joint Committee on Equity (see Section 13) shall be responsible for constructing policies  
77 and procedures for guiding the distribution of monies in the external equity raise pool to  
78 address this pattern of differences according to the following principles: The goal of these  
79 raises is to increase by the most the average salaries of those faculty in units/ranks that  
80 are farthest from their AAU public comparators. If the pool is insufficient to raise all  
81 unit/rank averages to the external comparator levels, the Joint Committee shall prioritize  
82 increases for those units/ranks that are farthest from the comparators. Within units/ranks,  
83 raises shall prioritize those most underpaid in comparison to external comparators.

84  
85 **b. Internal equity:** “Internal equity” issues refer to a pattern of differences, including

86 compression and inversion among salaries within units and time in rank. The Joint  
87 Committee on Equity (see Section 13) shall be responsible for constructing policies and  
88 procedures to guide the distribution of monies in the internal equity raise pool. In  
89 determining differences in pay, the Joint Committee will account for the University  
90 Senate's study on service, situations of protected classes of faculty, and the Oregon Equal  
91 Pay Act. Processes shall include appropriate data analysis, contract and CV reviews, and  
92 interviews as necessary.

93  
94 **Section 3. January Merit Increases.** Eligible bargaining unit faculty members will receive a  
95 ~~3.4% increase to base salary effective January 1, 2027. Eligible bargaining unit faculty members~~  
96 ~~are those with an appointment as of October 31, 2026. In addition to the meritorious salary~~  
97 ~~increases associated with successful promotion, tenure, and six-year post-tenure, and eCareer~~  
98 ~~continuous employment reviews, the University will establish a unit-based pools of 3%-6%~~  
99 ~~5.78% for salary increases to be distributed solely as merit to bargaining unit faculty members in~~  
100 ~~the Career and Tenure Track and Tenured classifications as follows: Total unit-based pool~~  
101 ~~amounts will be determined based on the total base salary (prorated for FTE) for eligible faculty~~  
102 ~~members in each group as of October 31, preceding the increase date. 2023-2026 and increases~~  
103 ~~will be effective January 1, 2024-2027.~~

104  
105 **a. Eligibility:** ~~To be eligible for merit, the faculty member must have an appointment on~~  
106 ~~or before July 1, preceding the increase date, 2023-2026. Merit reviews will be based on~~  
107 ~~the work performed by the faculty member since the faculty member's last merit review~~  
108 ~~or since the faculty member's start date, if the faculty member was hired during the last~~  
109 ~~review period, and may take into account the length of service over the review period.~~  
110 ~~Units may establish different reviews period review periods in their respective unit level~~  
111 ~~policies.~~

112  
113 **b. Distribution:** ~~Merit distributions should be given as a percentage of base salary,~~  
114 ~~irrespective of FTE in any given review period, and not as a flat dollar amount, unless~~  
115 ~~the unit has Office of the Provost approval for the distribution. Unit level merit policies~~  
116 ~~must include criteria for determining whether faculty members exceed, meet, or do not~~  
117 ~~meet expectations in teaching, service, and research, as applicable, and a methodology~~  
118 ~~for determining when faculty meet expectations overall based on their ratings in those~~  
119 ~~areas. Merit determinations may not be grieved except for specific allegations of~~  
120 ~~process error(s) or prohibited discrimination and retaliation that materially impacted a~~  
121 ~~determination. Neither the academic judgment and/or application of unit-level criteria of~~  
122 ~~a merit determination may be grieved.~~

### 123 124 **Section 3. Funding-Contingent Faculty**

- 125  
126 a. In no case will a funding-contingent faculty member be awarded retroactive salary  
127 increases. In lieu of retroactive pay, funding-contingent faculty members will be entitled  
128 to a lump-sum equivalent to the retroactive pay to be distributed no less than three  
129 months after the retroactive pay would have otherwise been provided.  
130  
131 b. Funding-contingent faculty who are principal investigators on the sponsored project that

132 funds their own salary may petition the Office of the Provost to delay or forgo an increase  
133 in their own salary as required under this Agreement.

134  
135 **Section 4. Salary Floors**

- 136  
137 a. As of July 1, 2025, the following minimum salary floors will be in effect for all  
138 bargaining unit faculty members in the Career, Postbaccalaureate Scholar, ~~Pro Tem,~~  
139 ~~Visiting,~~ and Retired classifications:  
140

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

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

- 142  
143 b. ~~Through June 30, 2023, the minimum salary floor for Pro Tem and Visiting bargaining~~  
144 ~~unit faculty members will be 90% of the corresponding Career floor in subsection (a).~~  
145 ~~Effective July 1, 2023, the~~ The minimum salary floors for instructional Pro Tem and  
146 Visiting bargaining unit faculty members ~~are~~ will be 90% of the corresponding Career  
147 floor in subsection (a).  
148  
149 c. **Postdoctoral Scholars:** Each department or unit that hires Postdoctoral Scholars will  
150 maintain a unit-based salary floor that is no less than the Research Associate salary floor  
151 in Section 3.a. Departments or units reserve the right to pay at a higher level, so long as  
152 salary equity by years of service is maintained. When a Postdoctoral Scholar's  
153 appointment ~~annual contract~~ is renewed, they shall receive an increase to base salary of  
154 at least 0.50%. Postdoctoral Scholars are not eligible for merit or across the board salary  
155 increases pursuant to this Article.  
156  
157 i. ~~NIH Minimum. The minimum salary floor for Postdoctoral Scholars on 12-~~  
158 ~~month appointments funded by NIH grants will be no less than the amounts set~~  
159 ~~according to the NIH Postdoctoral minimum salary schedule and the floor will~~  
160 ~~be adjusted each year pursuant to that NIH schedule. Postdoctoral Scholars under~~  
161 ~~this section shall not be entitled to any merit or across the board increases~~  
162 ~~pursuant to this Article.~~

163  
164 ii. ~~Other Postdoc Minimum.~~ The minimum salary floor for all other Postdoctoral  
165 Scholars is the Research Associate salary floor under 5.b. Postdoctoral Scholars  
166 under this section shall be eligible to receive merit or across the board increases  
167 pursuant to this Article. No current bargaining unit faculty member in the  
168 Postdoctoral Scholar classification will have their base salary reduced with the  
169 introduction of non-NIH salary floor under this section. Postdoctoral scholars  
170 who perform teaching duties will receive the equivalent pay for their teaching  
171 responsibilities, or their Postdoctoral salary floor, whichever is higher.

172  
173 d. ~~The following minimum salary floors will be in effect for all bargaining unit faculty~~  
174 ~~members in the Career, Postbaccalaureate Scholar, and Retired classifications:~~

175	i. <del>PE/Rec-</del>	\$26,000
176	ii. <del>Postbaccalaureate Scholar</del>	\$30,600
177	iii. <del>Research Assistant (Type A)</del>	\$30,600
178	iv. <del>Research Assistants (Pre-2022 Types, Type B, and Type C)</del>	\$34,000
179	v. <del>All Others</del>	\$39,000

180  
181  
182 e. ~~As of July 1, 2023, the following minimum salary floors will be in effect for all~~  
183 ~~bargaining unit faculty members in the Career, Postbaccalaureate Scholar, and Retired~~  
184 ~~classifications:~~

185  
186 **Section 5. Promotion and Review Related Salary Increases.** All increases under this section  
187 will become effective September 16 for 9-month appointments and July 1 for 12-month  
188 appointments following the date of the review decision. To the extent a review decision is  
189 delayed by the University an increase will be made retroactively to the dates above, as  
190 appropriate.

- 191  
192 a. **Promotion Increases.** All bargaining unit faculty members who achieve a promotion in  
193 rank will receive an increase of ~~at least 8%~~ 10% of base salary.  
194  
195 b. **Sixth-Year Post-Tenure Review Increases.** Full professors who successfully complete  
196 (meets expectations in all areas or exceeds expectations in all areas) their first a major  
197 sixth-year post-tenure review after promotion to full professor will receive an increase to  
198 base salary of ~~at least 4%~~ 6% for meeting expectations in all areas or ~~at least 8%~~ 10%  
199 for exceeding expectations in all areas. Full professors who successfully complete  
200 subsequent major reviews will receive an increase of at least 4% of base salary.  
201  
202 c. **Career Continuous Employment Review Increases.** Career faculty at the highest rank  
203 in their category or in a single rank category who successfully complete (meets or  
204 exceeds expectations in all areas) their first a continuous employment review will  
205 receive an increase to base salary of ~~at least 4%~~ 6% for meeting expectations in all areas  
206 or ~~at least 8%~~ 10% for exceeding expectations in all areas. Career faculty who  
207 successfully complete subsequent continuous employment reviews will receive an  
208 increase of at least 4% of base salary.

209  
210 d. ~~Increases are minimums. All increases specified in this Section are minimum increases.~~  
211 ~~The University may choose to provide additional increases to base salary upon promotion~~  
212 ~~and/or reviews.~~  
213

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

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

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

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

248 **Section 9. Workload Adjustments.** Both parties recognize that professional responsibilities ebb  
249 and flow throughout the year. The provisions of this section are not meant to address minor or  
250 normal fluctuations in workload.  
251

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

- 255  
256 b. If a Career or Limited Duration bargaining unit faculty member has their workload  
257 significantly increased with no corresponding increase in FTE, then the bargaining unit  
258 faculty member's base salary will be increased in proportion to the workload increase.  
259  
260 c. If a bargaining unit faculty member is paid an overload or stipend it must be for work  
261 above and beyond their regular workload. If the University ends an overload or stipend  
262 payment and a workload adjustment has not been made to account for the change, the  
263 bargaining unit faculty member will no longer be expected to complete the assignment  
264 which generated the overload or stipend.  
265

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

272 **Section 11. Academic Year Appointment Half-Month Pay.** Bargaining unit faculty members  
273 with academic year appointments (9-month) in positions that are exempt (salaried) will receive a  
274 full-half-month salary in September and in June at their respective monthly rate. This Section  
275 does not apply to those with otherwise partial-month appointments (i.e., single-term only  
276 appointments), those not employed in a respective month, or those who have elected a 12-month  
277 pay option.  
278

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

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