

1 **UNIVERSITY OF OREGON PACKAGE PROPOSAL (12/5/2024)**  
 2 UNITED ACADEMICS COUNTERPROPOSAL (11/13/2024)  
 3 UNIVERSITY OF OREGON COUNTERPROPOSAL (10/31/2024)  
 4 UNITED ACADEMICS COUNTERPROPOSAL (9/26/2024)  
 5 UNIVERSITY OF OREGON COUNTERPROPOSAL (8/13/2024)  
 6 UNITED ACADEMICS COUNTERPROPOSAL (6/13/2024)  
 7 UNIVERSITY OF OREGON COUNTERPROPOSAL (5/16/2024)  
 8 UNITED ACADEMICS COUNTERPROPOSAL (4/18/2024)  
 9 UNIVERSITY OF OREGON COUNTERPROPOSAL (3/14/2024)  
 10 UNITED ACADEMICS PROPOSAL (2/29/2024)

11  
12 **Document Key**

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

14  
15 **[PACKAGE PROPOSAL:** This Article 26 proposal is being offered as a Package Proposal  
 16 intended to achieve agreement on three separate articles that remain open; articles 26, 28 and 33.  
 17 UO now proposes the amendments presented here in Article 26 along with the elimination of all  
 18 UA proposals in articles 28 and 33. To be clear, UO’s proposal is intended to be accepted or  
 19 declined in its entirety. Rejection of any portion of the proposal should be understood to reject  
 20 the entirety of this Package Proposal.]

21  
22 **ARTICLE 26. SALARY**

23  
24 **Section 1. Merit-Tenured, Tenure-Track, and Career Increases.**

- 25  
26 a. **Across the Board Increase.** On January 1, 2025, bargaining unit faculty members in the  
 27 Tenured and Tenure-Track and Career classifications who held a UO faculty appointment  
 28 on or before July 1, 2024, shall receive an increase to base salary of 4% ~~3%~~.  
 29  
 30 b. **Merit Increases.** In addition to the meritorious salary increases associated with  
 31 successful promotion, tenure, ~~and six-year-post-tenure,~~ and career continuous  
 32 employment reviews, the University will establish a unit-based pools of ~~3%-6%~~ for salary  
 33 increases to be distributed solely as merit to eligible bargaining unit faculty members in  
 34 the Career and Tenure-Track and Tenured classifications as follows:-

35

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

36  
37 Total unit-based pool amounts will be determined based on the total base salary (prorated  
 38 for FTE) for eligible faculty members in each group as of October 31 preceding the  
 39 increase date. ~~2023-2026 and increases will be effective January 1, 2024-2027.~~

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

48  
49 **b-Distribution:** Merit distributions should be given as a percentage of base salary,  
50 irrespective of FTE in any given review period, and not as a flat dollar amount, unless  
51 the unit has Office of the Provost approval for the distribution. Unit level merit policies  
52 must include criteria for determining whether faculty members ~~exceed~~, meet, or do not  
53 meet expectations in teaching, service, and research, as applicable, and a methodology  
54 for determining when faculty meet expectations overall based on their ratings in those  
55 areas. ~~Among faculty who meet expectations for merit raises, it is expected that there~~  
56 ~~will be different levels of accomplishment in teaching, scholarship and creative~~  
57 ~~activities, and service that will correspond to different merit ratings in those categories~~  
58 ~~and overall.~~

59  
60 **Section 2. Limited Duration Continuing Appointment Increases.** Bargaining unit faculty  
61 members in the Pro Tem, Visiting, and Retired classifications who both hold an appointment on  
62 the corresponding increase date specified below ~~in Section 1~~ and held a UO faculty appointment  
63 in the academic and/or fiscal year preceding the corresponding increase date, shall receive an  
64 increase to base salary as follows: ~~of 2% on the corresponding increase date.~~

- 65 a. January 1, 2025: 4% ~~2%~~ increase to base salary;
- 66 b. January 1, 2026: 2% increase to base salary;
- 67 c. January 1, 2027: 2% increase to base salary;

68  
69 {Merit table from previous admin proposal deleted for clarity}

70  
71 ~~**Section 1. January 2022-2025 Across the Board Increase.** Eligible bargaining unit faculty~~  
72 ~~members will receive a 5% 9.4% 9.14% 8.5% increase to base salary effective January 1, 2022~~  
73 ~~2025. Eligible bargaining unit faculty members are those with an appointment as of October 31,~~  
74 ~~2021-2024.~~

75  
76 ~~**Section 2. January 2023-2026 Across the Board Increases.** Eligible bargaining unit faculty~~  
77 ~~members will receive a 2% 4.4% 4.3% 3.62% increase to base salary effective January 1, 2023~~  
78 ~~2026. Eligible bargaining unit faculty members are those with an appointment as of October 31,~~  
79 ~~2022-2025. In addition, the University will establish a pool of 2.5% 2.44% of bargaining unit~~  
80 ~~faculty salaries to address external equity issues, and a unit-based pool of 2.5% 2.44% to~~  
81 ~~address internal equity issues. Total pool amounts will be determined by the total base salary~~  
82 ~~(prorated for FTE) for eligible faculty members in each group as of October 31, 2025. All~~  
83 ~~equity-based salary increases will be effective January 1, 2026. Any funds from the equity~~  
84 ~~pools that are not allocated as equity raises or for units/ranks for which there is no comparator~~  
85 ~~data will be distributed as across the board raises of 2.5% 2.44%.~~

87 **a. External equity:** “External equity” issues refer to the pattern of differences between  
88 average salaries for units (by rank) at the University and average salaries for similar  
89 units/ranks at other public universities in the Association of American Universities. The  
90 Joint Committee on Equity (see Section 13) shall be responsible for constructing policies  
91 and procedures for guiding the distribution of monies in the external equity raise pool to  
92 address this pattern of differences according to the following principles: The goal of these  
93 raises is to increase by the most the average salaries of those faculty in units/ranks that  
94 are farthest from their AAU public comparators. If the pool is insufficient to raise all  
95 unit/rank averages to the external comparator levels, the Joint Committee shall prioritize  
96 increases for those units/ranks that are farthest from the comparators. Within units/ranks,  
97 raises shall prioritize those most underpaid in comparison to external comparators.

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

107  
108 **Section 3. January 2027 Merit Increases.** Eligible bargaining unit faculty members will receive  
109 a 3.4% increase to base salary effective January 1, 2027. Eligible bargaining unit faculty  
110 members are those with an appointment as of October 31, 2026. In addition to the meritorious  
111 salary increases associated with successful promotion, tenure, and six year post tenure, and  
112 eCareer continuous employment reviews, the University will establish a unit based pools of 3%  
113 6% 5.78% 5.10% for salary increases to be distributed solely as merit to bargaining unit faculty  
114 members in the Career and Tenure Track and Tenured classifications as follows: Total unit  
115 based pool amounts will be determined based on the total base salary (prorated for FTE) for  
116 eligible faculty members in each group as of October 31, preceding the increase date. 2023 2026  
117 and increases will be effective January 1, 2024 2027.

118  
119 **a. Eligibility:** To be eligible for merit, the faculty member must have an appointment on  
120 or before July 1, preceding the increase date, 2023 2026. Merit reviews will be based on  
121 the work performed by the faculty member since the faculty member’s last merit review  
122 or since the faculty member’s start date, if the faculty member was hired during the last  
123 review period, and may take into account the length of service over the review period.  
124 Units may establish different reviews period review periods in their respective unit level  
125 policies.

126  
127 **b. Distribution:** Merit distributions should be given as a percentage of base salary,  
128 irrespective of FTE in any given review period, and not as a flat dollar amount, unless  
129 the unit has Office of the Provost approval for the distribution. Unit level merit policies  
130 must include criteria for determining whether faculty members exceed, meet, or do not  
131 meet expectations in teaching, service, and research, as applicable, and a methodology  
132 for determining when faculty meet expectations overall based on their ratings in those

133 areas. Merit determinations may not be grieved except for specific allegations of  
134 process error(s) or prohibited discrimination and retaliation that materially impacted a  
135 determination. Neither the academic judgment and/or application of unit-level criteria of  
136 a merit determination may be grieved.

137  
138 **Section 3. Funding-Contingent Faculty**

- 139  
140 a. In no case will a funding-contingent faculty member be awarded retroactive salary  
141 increases. In lieu of retroactive pay, funding-contingent faculty members will be entitled  
142 to a lump-sum equivalent to the retroactive pay to be distributed no less than three  
143 months after the retroactive pay would have otherwise been provided.  
144  
145 b. Funding-contingent faculty who are principal investigators on the sponsored project that  
146 funds their own salary may petition the Office of the Provost to delay or forgo an increase  
147 in their own salary as required under this Agreement.  
148

149 **Section 4. Salary Floors**

- 150  
151 a. As of July 1, 2025, the following minimum salary floors will be in effect for all  
152 bargaining unit faculty members in the Career, Postbaccalaureate Scholar, ~~Pro Tem,~~  
153 ~~Visiting,~~ and Retired classifications:  
154

| 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              |

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

- 156  
157 b. ~~Through June 30, 2023, the minimum salary floor for Pro Tem and Visiting bargaining~~  
158 ~~unit faculty members will be 90% of the corresponding Career floor in subsection (a).~~  
159 ~~Effective July 1, 2023, the~~ The minimum salary floors for instructional Pro Tem and  
160 Visiting bargaining unit faculty members ~~are will be~~ 90% of the corresponding Career  
161 floor in subsection (a).  
162  
163 c. **Postdoctoral Scholars:** Each department or unit that hires Postdoctoral Scholars will  
164 maintain a unit-based salary floor that is no less than the Research Associate salary floor  
165 in Section 3.a. Departments or units reserve the right to pay at a higher level, so long as  
166 salary equity by years of service is maintained. Postdoctoral Scholars are not eligible for  
167 merit or across the board salary increases pursuant to this Article but shall receive an  
168 increase to base salary at least annually. ~~When a Postdoctoral Scholar's annual contract~~

169 is renewed, they shall receive an increase to base salary.

- 170
- 171 i. ~~NIH Minimum.~~ The minimum salary floor for Postdoctoral Scholars on 12-
- 172 month appointments funded by NIH grants will be no less than the amounts set
- 173 according to the NIH Postdoctoral minimum salary schedule and the floor will
- 174 be adjusted each year pursuant to that NIH schedule. Postdoctoral Scholars under
- 175 this section shall not be entitled to any merit or across the board increases
- 176 pursuant to this Article.
- 177
- 178 ii. ~~Other Postdoc Minimum.~~ The minimum salary floor for all other Postdoctoral
- 179 Scholars is the Research Associate salary floor under 5.b. Postdoctoral Scholars
- 180 under this section shall be eligible to receive merit or across the board increases
- 181 pursuant to this Article. No current bargaining unit faculty member in the
- 182 Postdoctoral Scholar classification will have their base salary reduced with the
- 183 introduction of non NIH salary floor under this section. Postdoctoral scholars
- 184 who perform teaching duties will receive the equivalent pay for their teaching
- 185 responsibilities, or their Postdoctoral salary floor, whichever is higher.
- 186
- 187 d. ~~The following minimum salary floors will be in effect for all bargaining unit faculty~~
- 188 ~~members in the Career, Postbaccalaureate Scholar, and Retired classifications:~~
- |   |                     |
|---|---------------------|
| 189 i. <del>PE/Rec-</del>   | <del>\$26,000</del> |
| 190 ii. <del>Postbaccalaureate Scholar</del>                                | <del>\$30,600</del> |
| 191 iii. <del>Research Assistant (Type A)-</del>                            | <del>\$30,600</del> |
| 192 iv. <del>Research Assistants (Pre 2022 Types, Type B, and Type C)</del> | <del>\$34,000</del> |
| 193 v. <del>All Others-</del>   | <del>\$39,000</del> |
- 194
- 195 e. ~~As of July 1, 2023, the following minimum salary floors will be in effect for all~~
- 196 ~~bargaining unit faculty members in the Career, Postbaccalaureate Scholar, and Retired~~
- 197 ~~classifications:~~
- 198

199 **Section 5. Promotion and Review Related Salary Increases.** All increases under this section

200 will become effective September 16 for 9-month appointments and July 1 for 12-month

201 appointments following the date of the review decision. To the extent a review decision is

202 delayed by the University an increase will be made retroactively to the dates above, as

203 appropriate.

204

- 205 a. **Promotion Increases.** All bargaining unit faculty members who achieve a promotion in
- 206 rank will receive an increase of 8% ~~at least 8% 10%~~ of base salary.
- 207
- 208 b. **Sixth-Year Post-Tenure Review Increases.** Full professors who successfully complete
- 209 (meets expectations in all areas ~~or exceeds expectations in all areas~~) their first a major
- 210 sixth-year post-tenure review after promotion to full professor will receive an increase to
- 211 base salary of 8% ~~7.1% at least 4% 6% for meeting expectations in all areas or at least~~
- 212 ~~8% 10% for exceeding expectations in all areas~~. Full professors who successfully
- 213 complete subsequent major reviews will receive an increase of ~~at least 4%~~ of base salary.
- 214

215 c. **Career Continuous Employment Review Increases.** Career faculty at the highest rank  
216 in their category or in a single rank category who successfully complete (meets ~~or~~  
217 ~~exceeds~~ expectations in all areas) their first ~~a~~ continuous employment review will  
218 receive an increase to base salary of ~~8% 7.1% at least 4% 6% for meeting expectations in~~  
219 ~~all areas or at least 8% 10% for exceeding expectations in all areas.~~ Career faculty who  
220 successfully complete subsequent continuous employment reviews will receive an  
221 increase of ~~at least~~ 4% of base salary.

222  
223 ~~**d. Increases are minimums.** All increases specified in this Section are minimum~~  
224 ~~increases. The University may choose to provide additional increases to base salary upon~~  
225 ~~promotion and/or reviews.~~

227 **Section 6. Retention Adjustments.** To facilitate retention salary adjustments, the Office of  
228 the Provost will maintain a retention salary adjustment policy, posted on their website,  
229 describing the criteria and procedures to be used in making retention adjustments for  
230 bargaining unit faculty members. The Office of the Provost will notify the Union of any  
231 retention adjustments made to the salary of a bargaining unit faculty member ~~as well as any~~  
232 ~~cases where the Office of the Provost decided not to make a retention offer to a bargaining~~  
233 ~~unit faculty member as well as denials of retention efforts.~~

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

247  
248 ~~**Section 9. Reimbursements.** The University shall reimburse bargaining unit faculty members~~  
249 ~~for their approved expenses (including but not limited to travel, purchases, payroll expenses, and~~  
250 ~~other properly substantiated business and research expenses) in a timely manner. If the~~  
251 ~~University fails to pay such reimbursements within 35 days, the University shall also provide~~  
252 ~~affected bargaining unit faculty members an additional \$50 per day until the reimbursement has~~  
253 ~~been issued.~~

254  
255 **Section 8. Alternative Program Models.** Notwithstanding other provisions of this agreement,  
256 assignments in programs that rely on alternative compensation models (where compensation is  
257 provided at a fixed rate outside regular salary) to be financially viable may be compensated at a  
258 rate to be agreed to by the University and the bargaining unit faculty member without regard to  
259 the bargaining unit member's existing base salary.

260

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

- 264
- 265 a. If a Career or Limited Duration bargaining unit faculty member has their FTE reduced  
266 with no demonstrable corresponding reduction in workload, then the bargaining unit  
267 faculty member's base salary will be increased in proportion to the FTE reduction.  
268
  - 269 b. If a Career or Limited Duration bargaining unit faculty member has their workload  
270 significantly increased with no corresponding increase in FTE, then the bargaining unit  
271 faculty member's base salary will be increased in proportion to the workload increase.  
272
  - 273 c. If a bargaining unit faculty member is paid an overload or stipend it must be for work  
274 above and beyond their regular workload. If the University ends an overload or stipend  
275 payment and a workload adjustment has not been made to account for the change, the  
276 bargaining unit faculty member will no longer be expected to complete the assignment  
277 which generated the overload or stipend.  
278

279 **Section 10.** For a period of two years post layoff, Career faculty members who are laid off for  
280 academic or financial reasons (Article 16, Section 12.b & c.) and who are rehired in the same  
281 category must retain the same or greater FTE as of the time of layoff. Laid off Career faculty  
282 members hired back into the same department or unit will be hired back at the same or greater  
283 FTE and salary.  
284

285 **Section 11. Academic Year Appointment Half-Month Pay.** Bargaining unit faculty members  
286 with academic year appointments (9-month) in positions that are exempt (salaried) will receive a  
287 full-half-month salary in September and in June at their respective monthly rate. This Section  
288 does not apply to those with otherwise partial-month appointments (i.e., single-term only  
289 appointments), those not employed in a respective month, or those who have elected a 12-month  
290 pay option.  
291

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

- 295 ~~a. **Composition.** The Joint Committee shall be made up of three members appointed by the  
296 Union and three members appointed by the University.~~
- 297 ~~b. **Internal and External Equity.** The Joint Committee is charged with establishing  
298 policies and procedures for guiding the distribution of the monies in the equity pools for  
299 internal and external equity (See Section 2). The Joint Committee will first calculate  
300 external equity raises and then, using the resulting salaries as the baseline, calculate  
301 internal equity raises.~~
- 302 ~~c. **Publication.** The policies established by the Joint Committee will be published on the  
303 Academic Affairs website and provided by email to the Union.~~
- 304 ~~d. **Service Credit for Members.** Whether by the Union or the University, any appointment  
305 of a bargaining unit member to the Joint Committee shall be considered a service  
306 obligation for that member during the period that the Joint Committee meets.~~

307           ~~Membership on the Joint Committee shall be considered equitably with other service~~  
308           ~~obligations with respect to workload planning and any review of faculty activity~~  
309           ~~including but not limited to merit raises, promotion and tenure reviews, and post-tenure~~  
310           ~~or post-promotion reviews.~~  
311           ~~e. **Deadline.** The work of the Joint Committee shall be completed October 31, 2025.~~  
312           ~~Should the Joint Committee fail to complete either the external or internal equity~~  
313           ~~adjustments by this date, the monies shall be distributed as across the board raises.~~