

## **ARTICLE 12**

### **SALARIES**

**[AMENDED MAY 6, 2020]**

The parties of this Agreement recognize the importance of providing appropriate compensation as an essential component in the delivery of quality higher education programs and quality scholarship that is recognized nationally and internationally.

12.1 Annual Salary Increases. The following table describes the implementation of merit increases throughout the life of this Agreement with the qualifications described below.

BARGAINING-UNIT MEMBER ON PAYROLL AS OF:	PERIOD OF PERFORMANCE REVIEWED FOR MERIT	INCREASE TAKES EFFECT FIRST PAY PERIOD:	MERIT INCREASE TO BASE SALARY AMOUNT <sup>1</sup> :
<b>June 30, 2018</b>	AY 2017 – 2018	January 17, 2019	<b>ME:</b> 2% <b>EE:</b> 2.75% <b>EX:</b> 3.5%
<b>June 30, 2019</b>	AY 2018 – 2019	July 1, 2019	0%
<b>June 30, 2020</b>	AY 2019 – 2020	July 1, 2020	0%

<sup>1</sup> ME: Meets Expectations; EE: Exceeds Expectations; EX: Exemplary.

Eligibility: The salary increases described in the above table in Section 12.1 shall be distributed to each bargaining unit member if the bargaining unit member received an annual evaluation and received a rating of “Meets Expectations” or above; individuals that received below a “Meets Expectations” are not eligible for any increase.

12.2 Other Increases (OI). The University BOT may provide annual OIs up to one percent (1.0%) of the total salary rate of the bargaining-unit.

(a) OIs may be granted at any time at any time in the following circumstances:

1. In response to verified written offers of outside employment;
2. As recognition for special achievements and/or exceptional merit, including, but not limited to, awards from national or international academic/professional community or funding agencies;
3. To address compression and inversion;

**For the University**



Alexander Landback  
Chief Negotiator

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**For the UFF**



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- 1                   4.       For equity and market equity considerations;
- 2                   (b)     No other OIs shall be provided unless negotiated with UFF and ratified by both parties.
- 3                   (c)     The University shall notify the UFF annually on OI.
- 4   12.3   University Awards.
- 5                   (a)     The University may provide a competitive annual Employee awards program to
- 6                               acknowledge and celebrate the efforts of Employees for their contribution in making
- 7                               the University a world-class leader in science, technology, engineering and math
- 8                               (STEM) education.
- 9                   (b)     Awards that have a monetary component must be awarded as the result of a
- 10                               competitive process open to all Employees covered by this contract. The process and
- 11                               criteria for the award must be clearly defined and shared with all eligible Employees.
- 12                   (c)     The total pool for competitive awards for bargaining unit members will not exceed
- 13                               \$5,000.
- 14                   (d)     This section shall retroactively apply to recipient(s) of the 2018 Ablaze Awards.
- 15   12.4   Promotion Increases. A bargaining-unit member who receives a promotion utilizing the
- 16                               promotion procedures in this collective bargaining agreement shall receive the base-salary
- 17                               increase shown below, effective August 15 following the academic year in which the successful
- 18                               review takes place.

CURRENT RANK	PROMOTION RANK	PROMOTION INCREASE TO BASE SALARY AMOUNT
Assistant Professor	Associate Professor	9% or increase to minimum of 90% of median target salary, whichever is greater
Associate Professor	Professor	9% or increase to minimum of 90% of median target salary, whichever is greater

Median target salary noted in the above table is the median salary provided by College and University Professional Association (CUPA) for the rank and field for the individual using the following target universities, when they participate in the salary survey, as comparators: Alfred University, Kettering University, Rose-Hulman Institute of Technology, South Dakota School of Mines, University of Alaska Southeast, University of Central Florida, University of South Florida, Clarkson University, Colorado School of Mines, Franklin W. Olin College of

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Engineering, Illinois Institute of Technology, Oregon Institute of Technology, Rochester Institute of Technology.

12.5 Legislatively Mandated Increases. Any additional legislatively mandated increases shall be implemented following the corresponding law and do not conflict with this agreement.

12.6 Salary floors. The salary floors for all bargaining-unit members with meets-expectations ratings or above shall follow 85% of the median salary (parity level) for comparable roles and comparable ranks in the target salary for peer institutions.

12.7 Starting Salary. All bargaining-unit positions will be hired at a starting salary commensurate with their experience. It is expected that those salaries will typically be within 20% of employees within that unit at a similar rank and/or experience level. In exceptional cases, bargaining-unit positions may be hired at a salary above that range contingent on extraordinary experience and extramural funding.

12.8 Grievability. The only issues to be addressed in a grievance filed pursuant to this Agreement (Article 11) alleging violation of this Article are whether there is unlawful discrimination pursuant to state or federal law, or whether there is an arbitrary and capricious application of the provisions of one or more sections of this Article.

12.9 Increases Contingent on Receipt of New Recurring/Non-Recurring Funds. Unless the University chooses to fund the increases, and in the event the University does not receive sufficient new legislative or performance funding to fund the salary increases, they shall become void and re-opened for negotiations by the parties.

12.10 Labor Management Committee. The University and the UFF agree to form a Labor Management Committee ("Committee") for the purpose of examining opportunities for advancement (i.e. promotions, longevity increases, etc.) for employees holding the title of Instructor, Assistant Librarian, or Wellness Counselor. The Committee shall meet and confer, with the intention that the Committee will make a recommendation to the collective bargaining teams for possible inclusion in the next collective bargaining agreement. The Committee shall consist of a minimum of two representatives each from the University and UFF. At least one representative from the University should hold the title of Vice Provost or higher. The Committee shall be formed and have its first meeting within six (6) months from the ratification of this Agreement. The Committee shall meet at least three times each semester (fall and spring) unless otherwise agreed, or they have agreed to a recommendation for the University and UFF's collective bargaining teams. This provision shall expire at the end of this Agreement's term.

**For the University**



Alexander Landback  
Chief Negotiator

May 6, 2020

Date

**For the UFF**



Myles Kim  
Chief Negotiator

May 6, 2020

Date