

ARTICLE 12
SALARIES

12.1 Policy. 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.

12.2 Annual Salary Increases.

(a) Salary increase amounts

(1) For individuals who began to work at the University on or before September 30, 2018: 8.5%

(2) For individuals who began to work at the University on or before September 30, 2019 but after September 30, 2018: 6.5%

(3) For individuals who began to work at the University on or before September 30, 2020 but after September 30, 2019: 4.0%

(b) The increases described above will be effective on July 1, 2021. If this agreement is not ratified until after July 1, 2021, employees will receive a lump sum payment of increases that had not yet been paid.

(c) Annual salary increases for 2022-2023 and 2023-2024 will be negotiated.

12.3 Merit Bonuses

(a) The following tables describe the implementation of merit ~~bonuses~~**increases** in the 2021-2022 Fiscal Year with the qualifications based on evaluation ratings described below. The merit bonuses will be determined by an employee’s evaluation ratings in FY 2019-2020 and FY 2020-2021. For example, if an employee received a “Needs improvement” rating for FY 2019-2020 and a “Meets expectation” rating for FY 2020-2021, they will receive a merit bonus of 1.5%. If an employee does not have an evaluation for FY 2019-2020, they will receive only one merit bonus. For example, if they do not have a FY 2019-2020 rating and a “Exceeds expectation” for FY 2020-2021, they will receive a merit bonus of 2%.

~~Article 13(1) Merit Increase for Individuals on Payroll as in-unit member as of September 30, 2019 to Present:~~

AY 2019-20 Rating	AY 2020-21 Rating	Overall Increase
Unsatisfactory	Any other rating	0%

For the University

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Any rating	Unsatisfactory	0%
Needs improvement	Meets Expectation or higher	01%
Meets expectation or higher	Needs Improvement	1%
Meets expectation	Meets expectation	1.52.5%
Meets Expectation	Exceeds expectation	2.75%
Meets Expectation	Exemplary	3.0%
Exceeds Expectation	Meets expectation	2.75%
Exceeds Expectation	Exceeds Expectation	23.0%
Exceeds Expectation	Exemplary	3.25%
Exemplary	Meets Expectation	3.0%
Exemplary	Exceeds Expectation	3.25%
Exemplary	Exemplary	2.53.5%

(1) ~~Merit Increase for Individuals on Payroll as in-unit member as of September 30, 2020 to Present:~~

AY 2020-21 Rating	Overall Increase
Unsatisfactory	0%
Needs Improvement	0%
Meets expectation	1.25%
Exceeds Expectation	1.5%
Exemplary	1.75%

~~Eligibility:~~ As described in the above table in Section 12.2(a):

~~The merit increases to base salaries increases described in the above table in Section 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.~~

(2) ~~The across the board increases to base salaries shall be distributed to each bargaining unit member effective the first pay period following the ratification of this agreement.~~

~~The merit bonuses increases described in the above tables will be effective upon the ratification of this agreement, but no earlier than July 1, 2021.~~

(b) ~~Merit increases for the remaining term of this agreement are to be determined and may be reopened annually. paid as soon as practicable after this agreement is ratified.~~

12.4 One Time Compensation for Lost Purchasing Power

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1 (a) For faculty who joined the University on or before September 30, 2018: 4.5% of
2 current base salary.

3 (b) For faculty who joined the University on or before September 30, 2019 but after
4 September 30, 2018: 3.5% of current base salary.

5 ~~13.2~~12.5 **Other Increases (OI).** The University BOT may provide annual OIs up to one
6 percent (1.0%) of the total salary rate of the bargaining-unit.

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

8 (1) In response to verified written offers of outside employment;

9 (2) As recognition for special achievements and/or exceptional merit, including,
10 but not limited to, awards from national or international
11 academic/professional community or funding agencies;

12 (3) To address compression and inversion;

13 (4) For equity and market equity considerations;

14 (b) No other OIs shall be provided unless negotiated with UFF and ratified by both
15 parties.

16 (c) The University shall notify the UFF annually of ~~a~~ OI. In this notification, the
17 university will specify which circumstance(s) from 12.3 (a) (1)-(4) justified the
18 increase. If a circumstance is 12.3 (a) (2), the university will specify the special
19 achievement and/or exceptional merit.

20 ~~13.3~~12.6 **University Awards.**

21 (a) The University may provide a competitive annual Employee awards program to
22 acknowledge and celebrate the efforts of Employees for their contribution in
23 making the University a world-class leader in science, technology, engineering and
24 math (STEM) education.

25 (b) Awards that have a monetary component must be awarded as the result of a
26 competitive process open to all Employees covered by this contract. The process
27 and criteria for the award must be clearly defined and shared with all eligible
28 Employees.

29 (c) The total pool for competitive awards for bargaining unit members will not exceed
30 \$5,000.

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1 **12.7 Promotion Increases.**

2 (a) A bargaining-unit member who receives a promotion utilizing the promotion
3 procedures in this collective bargaining agreement shall receive the base-salary
4 increase shown below, effective August 15 following the academic year in which
5 the successful review takes place.

Current Rank	Promotion Rank	Promotion Increase to Base Salary Amount
Assistant Professor	Associate Professor	9% or increase to minimum of 85% of median target salary, whichever is greater

6 (1) A professor or instructor who is promoted will receive a base salary increase
7 of 9% or an increase to a minimum of 90% of median ~~target~~ ^[PL.1] salary,
8 whichever is greater.

9 ~~(d)~~(2) An Assistant Librarian or Wellness Counselor who is promoted will receive
10 a base salary increase of 9%.

11 ~~(e)~~(b) Median target salary noted in the above table is the median salary provided by
12 College and University Professional Association (CUPA) for the rank and field for
13 the individual using the following target universities, when they participate in the
14 salary survey, as comparators: Alfred University, Kettering University, Rose-
15 Hulman Institute of Technology, South Dakota School of Mines, University of
16 Alaska Southeast, University of Central Florida, University of South Florida,
17 Clarkson University, Colorado School of Mines, Franklin W. Olin College of
18 Engineering, Illinois Institute of Technology, Oregon Institute of Technology,
19 Rochester Institute of Technology. The median target salary will be updated at least
20 annually.

21 ~~13.4~~12.8 **Legislatively Mandated Increases.** Any additional legislatively mandated
22 increases shall be implemented following the corresponding law and do not conflict with
23 this agreement.

24 **12.9 Salary floors.**

25 (a) The salary floors for all bargaining-unit members ~~with meets-expectations ratings~~
26 ~~or above shall follow~~ will be 90~~85~~% of the median salary (parity level) for

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1 comparable roles and comparable ranks in the target salary for peer institutions (see
2 12.5 (b)). The median salary will be updated at least annually.

3 ~~13.5~~(b) Upon request, the university will provide UFF with a report that includes the salary
4 floors determined for the previous academic year according to the process laid out
5 in 12.5 (b) and 12.7 (a) for each position within the bargaining unit and filled by an
6 in-unit employee.

7 ~~13.6~~12.10 **Starting Salary.** All bargaining-unit positions will be hired at a starting salary
8 commensurate with their experience. It is expected that those salaries will typically be
9 within ~~15~~20% of employees within that unit at a similar rank and/or experience level. In
10 exceptional cases, bargaining-unit positions may be hired at a salary above that range
11 contingent on extraordinary experience and extramural funding.

12 ~~13.7~~12.11 **Grievability.** The only issues to be addressed in a grievance filed pursuant to this
13 Agreement (Article 11) alleging violation of this Article are whether there is unlawful
14 discrimination pursuant to state or federal law, or whether there is an arbitrary and
15 capricious application of the provisions of one or more sections of this Article.

16 ~~13.8~~12.12 **Increases Contingent on Receipt of New Recurring/Non-Recurring Funds.**
17 Unless the University chooses to fund the increases, and in the event the University does
18 not receive sufficient new legislative or performance funding to fund the salary increases,
19 they shall become void and re-opened for negotiations by the parties.

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