

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) The following tables describes the implementation of merit increases ~~throughout the life of this Agreement~~ in the 2021-2022 Fiscal Year with the qualifications based on evaluation ratings described below.:-

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

<u>AY 2019-20 Rating</u>	<u>AY 2020-21 Rating</u>	<u>Overall Increase</u>
<u>Unsatisfactory</u>	<u>Any other rating</u>	<u>0%</u>
<u>Any rating</u>	<u>Unsatisfactory</u>	<u>0%</u>
<u>Needs improvement</u>	<u>Meets Expectation or higher</u>	<u>1%</u>
<u>Meets expectation or higher</u>	<u>Needs Improvement</u>	<u>1%</u>
<u>Meets expectation</u>	<u>Meets expectation</u>	<u>2.5%</u>
<u>Meets Expectation</u>	<u>Exceeds expectation</u>	<u>2.75%</u>
<u>Meets Expectation</u>	<u>Exemplary</u>	<u>3.0%</u>
<u>Exceeds Expectation</u>	<u>Meets expectation</u>	<u>2.75%</u>
<u>Exceeds Expectation</u>	<u>Exceeds Expectation</u>	<u>3.0%</u>
<u>Exceeds Expectation</u>	<u>Exemplary</u>	<u>3.25%</u>
<u>Exemplary</u>	<u>Meets Expectation</u>	<u>3.0%</u>
<u>Exemplary</u>	<u>Exceeds Expectation</u>	<u>3.25%</u>
<u>Exemplary</u>	<u>Exemplary</u>	<u>3.5%</u>

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

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

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

For the University

For the UFF

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~~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.~~

~~(1) 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.~~

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

(c) Merit increases for the remaining term of this agreement are to be determined and may be reopened annually.

~~12.2~~ 12.3 **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;
 - (4) For equity and market equity considerations;
- (b) No other OIs shall be provided unless negotiated with UFF and ratified by both parties.
- (c) The University shall notify the UFF annually on OI.

~~12.3~~ 12.4 **University Awards.**

- (a) The University may provide a competitive annual Employee awards program to acknowledge and celebrate the efforts of Employees for their contribution in making the University a world-class leader in science, technology, engineering and math (STEM) education.
- (b) Awards that have a monetary component must be awarded as the result of a competitive process open to all Employees covered by this contract. The process and criteria for the award must be clearly defined and shared with all eligible

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1 Employees.

2 (c) The total pool for competitive awards for bargaining unit members will not exceed
3 \$5,000.

4 ~~(d) This section shall retroactively apply to recipient(s) of the 2018 Ablaze Awards.~~

5 **12.5 Promotion Increases.**

6 ~~(e)~~(a) A bargaining-unit member who receives a promotion utilizing the promotion
7 procedures in this collective bargaining agreement shall receive the base-salary
8 increase shown below, effective August 15 following the academic year in which
9 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 90 85% of median target salary, whichever is greater
Associate Professor	Professor	9% or increase to minimum of 90 85% of median target salary, whichever is greater

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

19 ~~12.4~~**12.6 Legislatively Mandated Increases.** Any additional legislatively mandated
20 increases shall be implemented following the corresponding law and do not conflict with
21 this agreement.

22 ~~12.5~~**12.7 Salary floors.** The salary floors for all bargaining-unit members with meets-
23 expectations ratings or above shall follow 85% of the median salary (parity level) for
24 comparable roles and comparable ranks in the target salary for peer institutions.

25 ~~12.6~~**12.8 Starting Salary.** All bargaining-unit positions will be hired at a starting salary

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

5 **12.712.9 Grievability.** The only issues to be addressed in a grievance filed pursuant to this
6 Agreement (Article 11) alleging violation of this Article are whether there is unlawful
7 discrimination pursuant to state or federal law, or whether there is an arbitrary and
8 capricious application of the provisions of one or more sections of this Article.

9 **12.812.10 Increases Contingent on Receipt of New Recurring/Non-Recurring Funds.**
10 Unless the University chooses to fund the increases, and in the event the University does
11 not receive sufficient new legislative or performance funding to fund the salary increases,
12 they shall become void and re-opened for negotiations by the parties.

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

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