

**ARTICLE 12**  
**SALARIES**

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.

<b>BARGAINING-UNIT MEMBER ON PAYROLL AS OF:</b>	<b>PERIOD OF PERFORMANCE REVIEWED FOR MERIT</b>	<b>INCREASE TAKES EFFECT FIRST PAY PERIOD:</b>	<b>MERIT INCREASE TO BASE SALARY AMOUNT<sup>1</sup>:</b>
<b>June 30, 2018</b>	AY 2017 – 2018	<i>Following ratification of this Agreement</i>	<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	<b>ME:</b> 1.5% <b>EE:</b> 2.0% <b>EX:</b> 2.5%
<b>June 30, 2020</b>	AY 2019 – 2020	July 1, 2020	<i>To Be Negotiated</i>

<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:
- (b) In response to verified written offers of outside employment;
- (c) 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;
- (d) To address compression and inversion;
- (e) For equity and market equity considerations;
- (f) No other OIs shall be provided unless negotiated with UFF and ratified by both parties.

1 (g) The University shall notify the UFF annually on OI.

2 12.3 Promotion Increases. A bargaining-unit member who receives a promotion utilizing the  
 3 promotion procedures in this collective bargaining agreement shall receive the base-salary  
 4 increase shown below, effective August 15th following the academic year in which the  
 5 successful review takes place.

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

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

14 12.4 Legislatively Mandated Increases. Any additional legislatively mandated increases shall be  
 15 implemented following the corresponding law and does not conflict with this agreement.

16 12.5 Salary floors. The salary floors for all bargaining-unit members with meets expectations ratings  
 17 or above shall follow 85% of the median salary (parity level) for comparable roles and  
 18 comparable ranks in the target salary for peer institutions.

19 12.6 Starting Salary. All bargaining-unit position will be hired at a starting salary commensurate with  
 20 their experience. It is expected that those salaries will typically be within 20% of employees  
 21 within that unit at a similar rank and/or experience level. In exceptional cases, bargaining-  
 22 unit positions may be hired at a salary above that range contingent on extraordinary experience  
 23 and extramural funding.

24 12.7 Grievability. The only issues to be addressed in a grievance filed pursuant to this Agreement  
 25 (Article 11) alleging violation of this Article are whether there is unlawful discrimination  
 26 pursuant to state or federal law, or whether there is an arbitrary and capricious application of  
 27 the provisions of one or more sections of this Article.

28 12.8 Increases Contingent on Receipt of New Recurring/Non-Recurring Funds. Unless the  
 29 University chooses to fund the increases, and in the event the University does not receive  
 30 sufficient new legislative or performance funding to fund the salary increases, they shall  
 31 become void and re-opened for negotiations by the parties.

- 1 12.9 Labor Management Committee. The University and the UFF agree to form a Labor  
2 Management Committee (“Committee”) for the purpose of examining opportunities for  
3 advancement (i.e. promotions, longevity increases, etc.) for employees holding the title of  
4 Instructor, Assistant Librarian, or Wellness Counselor. The Committee shall meet and confer,  
5 with the intention that the Committee will make a recommendation to the collective bargaining  
6 teams for possible inclusion in the next collective bargaining agreement. The Committee shall  
7 consist of a minimum of two representatives each from the University and UFF. At least one  
8 representative from the University should hold the title of Vice Provost or higher. The  
9 Committee shall be formed and have its first meeting within six (6) months from the  
10 ratification of this Agreement. The Committee shall meet at least three times each semester  
11 (fall and spring) unless otherwise agreed, or they have agreed to a recommendation for the  
12 University’s and UFF’s collective bargaining teams. This provision shall expire at the end of  
13 this Agreement’s term.
- 14 12.10 University Awards. The University may provide competitive annual awards (such as  
15 ABLAZE) with a monetary component to employees. Granting of such awards shall be based  
16 on a transparent process. The total award pool will not exceed \$5,000.