

Article ___ : Compensation

Section 1. Individual Salary Increases. Nothing in this Article shall prevent Oregon Tech from making individual bargaining unit member salary increases, as needed, on a case-by-case basis, including retention increases or equity adjustments.

Section 2. Existing Compensation Agreements. Any agreements related to compensation made between Oregon Tech and individual bargaining unit members prior to the effective date of this Agreement are considered null and void and shall not continue beyond the effective date of this Agreement.

Section 3. Compensation Increases.

(A). All compensation increases are merit increases and will be based on the assessment of the bargaining unit member's job performance, as measured in the bargaining unit member's Annual Performance Evaluation ("APE").

(B). Bargaining unit members who had an appointment at Oregon Tech on or before February 15 of the previous calendar preceding the effective date of the increase in subsection D below, and met expectations in each category in their most recent APE shall be eligible to receive merit increases.

(C). Effective for the calendar years 2020 and 2021, Oregon Tech will hold bargaining unit members' salaries at their current levels and there shall be no compensation increases or decreases.

(D). Effective January 1, 2022 (for 12-month appointments) and February 1, 2022 (for 9-month appointments) Oregon Tech will establish a university-wide salary pool equivalent to _____ % of the total salary pool of bargaining unit members. Eligible bargaining unit members, as defined in subsection B, above, shall receive a merit increase of at least _____%. No merit increase may exceed _____%.

(E). The Parties agree to re-open the contract for the purposes of discussing the merit pool only described in subsection D, above, for calendar years 2022 through 2025, with negotiations beginning in Spring Term 2021. Either Party may initiate these discussions by providing the other with written notice. The Parties will meet to begin negotiations within thirty (30) calendar days of this notice and the Article ___ : No Strike/No Lockout shall remain in full force and effect until the parties reach agreement.

*Oregon Tech reserves the right to add to, modify, or amend proposals during the course of negotiations.

(F). Notwithstanding subsection (C), above, if the conditions set forth in Section 4(A) or (B), below, are met, the parties agree to include as part of their reopener negotiations described in subsection (E), above, a merit pool as described in subsection (D), above, or compensation reductions for the calendar year 2021.

Section 4. Increase or Reduction of Compensation.

(A). **Increase.** If, as of November 1 of each calendar year under this Agreement, the total of Public University Support Fund, Engineering Technology Sustaining Funds and Lottery Fund state appropriations distributed to Oregon Tech for the current fiscal year, is increased cumulatively by five percent (5.0%) or more over the prior fiscal year and Oregon Tech's current academic year fall term fourth week student credit hour enrollment, exclusive of Dual Credit and Advanced High School Credit as compared to the average of the same credit hours for the prior three (3) fall terms reveals a two percent (2.0%) increase or more, the parties shall meet to discuss an increase in the merit pool, as defined in Section 3(D) above, for the upcoming calendar year.

(B). **Reduction.** If, as of November 1 of each calendar year of this Agreement, the total of Public University Support Fund, Engineering Technology Sustaining Funds and Lottery Fund state appropriations distributed to Oregon Tech for the current fiscal year, are increased cumulatively by less than three percent (3.0%) or Oregon Tech's current academic year fall term fourth week student credit hour enrollment, exclusive of Dual Credit and Advanced High School Credit as compared to the average of the same credit hours for the prior three (3) fall terms reveals a one percent (1.0%) increase or less, the parties shall meet to discuss a reduction in the merit pool, as defined in Section 3(D) above, for the upcoming calendar year.

Section 5. Promotion Raises. A bargaining unit member who is awarded tenure or promoted in academic rank shall receive an increase to their annual base salary on the effective date of the promotion, as follows:

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|-----------------------------------|---------|
| Awarding of Tenure: | \$1,500 |
| Promotion to Associate Professor: | \$2,500 |
| Promotion to Professor: | \$7,500 |

Bargaining unit members who received a promotional increase as a result of an academic year's promotion and tenure review process are eligible for other salary increases, if any, effective the beginning of the following academic year based on their salary before such adjustments.

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2019 OIT/OTAAUP Negotiations
OIT Counter Proposal*
August 17, 2020

There will be no wage increases/decreases associated with the post-tenure review process.

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