PSUFA CBA Changes to Salary and Benefits for AY 2018-19 and 2019-20

Presented by Julia Getchell
Director of Academic Employee and Labor Relations
Office of Academic Affairs
Training Purpose

Provide a detailed review of recently negotiated changes to the PSUFA CBA.

Provide employing units with information about changes to salary and benefits for Adjunct Faculty members during AY 2018-19 and 2019-20.
Agenda

1. PSU-PSUFA Economic Reopener Negotiations Overview.
2. Adjunct Faculty Compensation Increases.
3. Timelines for Appointments, Late notice, etc.
4. Adjunct Inclusion in Department activities.
5. Adjunct Faculty Health Insurance Fund Changes.
6. Adjunct Faculty Education and Professional Development Fund Changes.
Background


The Parties also agreed to reopen the contract in 2018 to negotiate economic provisions for AY 2018-19 and AY 2019-20.
PSU-PSUFA Negotiations Process

Negotiations were held on March 27, 28, 29 and April 26 and 28, 2018.

Tentative Agreement was reached on April 28, 2018.

Tentative Agreement ratified on June 22, 2018

June 22, 2018—effective date of CBA, unless another date is specified in the article.
PSU Bargaining Team Members

Shelly Chabon, OAA
Julia Getchell, OAA
Cindy Starke, OGC
Andria Johnson, BUD
Christina Kraus, HR
Sy Adler, CUPA
Lisa Stevens, COTA
Hannah Miller, OAA
PSUFA Bargaining Team Members

Ariana Jacob, COTA
Shane Abrams, CLAS
Jea Alford, COTA
William Cornett, CLAS
Anna Gray, COTA
Barry Fadness, CLAS
Amy Duncan, COTA
Debra Mayo-Kelley, AFT Oregon
Compensation Increases

Article 12 Salaries and Payroll Administration

Increases to Adjunct Faculty salaries.

• Changes to compensation for committee service and other activities.

• Changes and increases to Late Notice and Course Cancellation compensation.
Compensation Increases

**Article 12, Section 4** Cost of Living Adjustment (COLA)

- Parties negotiated a COLA for the first time ever for Adjunct Faculty members.

**Effective During 9-16-19 to 6-15-20**

- All Adjunct Faculty will receive the COLA (1.5% - 3.5%) on their first employment date during AY 2019-20.

**COLA for AY 2020-21 and Subsequent Years**

- This CBA expires on June 30, 2020. COLA amounts future academic years to be negotiated.
## Compensation Increases

**Article 12, Section 2A Instructional Appointments Minimum Salary Rates**

<table>
<thead>
<tr>
<th>Minimum Salary Rate</th>
<th>Effective</th>
</tr>
</thead>
<tbody>
<tr>
<td>$984/credit</td>
<td>9-16-18</td>
</tr>
<tr>
<td>$1009+COLA$¹/credit</td>
<td>9-16-19</td>
</tr>
</tbody>
</table>

¹ 1.5-3.5% based on CPI-U Portland-Hillsboro-Vancouver Price Index.
**Compensation Increases**

**Article 12, Section 2B Instructional Faculty Other Salary Increases**

<table>
<thead>
<tr>
<th>2018-19 Salary Rate</th>
<th>Increase</th>
<th>Effective</th>
</tr>
</thead>
<tbody>
<tr>
<td>$928-$984/credit</td>
<td>6.0%</td>
<td>9-16-18</td>
</tr>
<tr>
<td>$985 or greater/credit</td>
<td>0.5%</td>
<td>9-16-18</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>2019-20 Salary Rate</th>
<th>Increase</th>
<th>Effective</th>
</tr>
</thead>
<tbody>
<tr>
<td>$984-$1,009/credit</td>
<td>2.5%</td>
<td>9-19-19</td>
</tr>
</tbody>
</table>
Compensation Increases

Article 12, Section 3A Research Assistant
Appointments Minimum Salary Rates

<table>
<thead>
<tr>
<th>Minimum Salary Rate</th>
<th>Effective</th>
</tr>
</thead>
<tbody>
<tr>
<td>$23.14</td>
<td>9-16-18</td>
</tr>
<tr>
<td>$23.72+COLA¹</td>
<td>9-16-19</td>
</tr>
</tbody>
</table>

¹ 1.5-3.5% based on CPI-U Portland-Hillsboro-Vancouver Price Index.
## Compensation Increases

**Article 12, Section 3B** *Research Assistant*

Faculty Other Salary Increases

<table>
<thead>
<tr>
<th>2018-19 Salary Rate</th>
<th>Increase</th>
<th>Effective</th>
</tr>
</thead>
<tbody>
<tr>
<td>$21.83-$23.14</td>
<td>6.0%</td>
<td>9-16-18</td>
</tr>
<tr>
<td>$23.15 or greater</td>
<td>0.5%</td>
<td>9-16-18</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>2019-20 Salary Rate</th>
<th>Increase</th>
<th>Effective</th>
</tr>
</thead>
<tbody>
<tr>
<td>$23.14-$23.72</td>
<td>2.5%</td>
<td>9-19-19</td>
</tr>
</tbody>
</table>
# Compensation Increases

**Article 12, Section 3A Research Associate**

Appointments Minimum Salary Rates

<table>
<thead>
<tr>
<th>Minimum Salary Rate</th>
<th>Effective</th>
</tr>
</thead>
<tbody>
<tr>
<td>$24.95</td>
<td>9-16-18</td>
</tr>
<tr>
<td>$25.57+COLA¹</td>
<td>9-16-19</td>
</tr>
</tbody>
</table>

¹ 1.5-3.5% based on CPI-U Portland-Hillsboro-Vancouver Price Index.
# Compensation Increases

**Article 12, Section 3B** *Research Associate*

**Faculty Other Salary Increases**

<table>
<thead>
<tr>
<th>Year</th>
<th>Salary Rate</th>
<th>Increase</th>
<th>Effective</th>
</tr>
</thead>
<tbody>
<tr>
<td>2018-19</td>
<td>$23.54-$24.95</td>
<td>6.0%</td>
<td>9-16-18</td>
</tr>
<tr>
<td></td>
<td>$24.96 or greater</td>
<td>0.5%</td>
<td>9-16-18</td>
</tr>
<tr>
<td>2019-20</td>
<td>$24.95-$25.57</td>
<td>2.5%</td>
<td>9-19-19</td>
</tr>
</tbody>
</table>
Adjunct Participation in Department Activities

Article 12, Section 6 Compensation for Committee Service, Advising and Mentoring Activities, and Special Projects

• Integration of Adjuncts into Department.
• Minimum salary rate of $25/hour via salaried wage agreement.
• “Special Projects”, include but are not limited to, developing courses to be taught by other faculty members and curriculum development.
• “Advising and Mentoring Activities” include assigned advising and mentoring activities for students not currently enrolled in the faculty member’s course.
Compensation Increases

Article 12, Section 8 Course Cancellation Compensation

Fall, Winter, and Spring Terms

2 weeks of 1st class meeting $100/credit
After 1st class meeting $125/credit

Applies to all adjunct instructional faculty members.
Timelines for Issuing Adjunct Contracts

Article 12, Section 8 Late Notice Compensation

- Different compensation rates for Fall Term and Winter/Spring Terms.
- If the Adjunct Faculty member withdraws from the course assignment less than two weeks before the 1\textsuperscript{st} class meeting and the University assigns another faculty member, PSU is not obligated to pay late notice fees.
- If a course is canceled, Departments will try to assign another course.
- \textbf{Does not apply} to IELP and Applied Music Instruction courses.
Compensation Increases

Article 12, Section 8 Late Notice Compensation

Fall Term

4 weeks of 1st class meeting* $50/credit
2 weeks of 1st class meeting $75/credit
After 1st class meeting $100/credit

*Applies to adjunct instructional faculty members with annual or multi-year contracts.
Compensation Increases

**Article 12, Section 8** Late Notice Compensation

**Winter and Spring Terms**

- 2 weeks of 1st class meeting $75/credit
- After 1st class meeting $100/credit

Applies to all adjunct instructional faculty members.
Compensation Increases

**Article 12, Section 12** Release Time for Other Union Duties

- New compensation for members designated by the union to perform duties related to the administration of the CBA.
- Total of 8 credit hours per fiscal year.
Health Insurance Fund Changes

**Article 14** Health Insurance Stipend and Fund

- Eliminated due to legal concerns over potential lack of compliance with ACA.

**Article 15** Adjunct Faculty Assistance Fund (AFAF)

- New article purposed to provide Adjunct Faculty members with financial hardship assistance.
- AFAF is available to adjuncts once a Term, in Terms in which they work for PSU and in the Term following their last employment.
Adjunct Faculty Assistance Fund

**Article 15** Adjunct Faculty Assistance Fund (AFAF)

- “Financial Hardship” **will not** be used for health insurance or health care expense payments.

- AFAF Application can be found on PSUFA’s Website.

- AFAF funded at:
  - $290,000 in FY 2018-19
  - $300,000 in FY 2019-20
Health Insurance Changes

**Letter of Agreement** Health Care Task Force

- Explore health care options for Adjunct Faculty members.
- Task force work begins Summer 2018.
- Task force report will inform 2020 successor contract negotiations.
- PSU will pay up to $5,000 in compensation for two Adjunct Faculty members to perform Task Force work.
Education Fund Changes

Article 13, Section 1 Faculty Education Fund

- No increase in funds:
  - $45,000 in FY 2018-19
  - $45,000 in FY 2019-20
- Application for funds can be found on the PSUFA website.
- Eligibility requirements eliminated on electronic application form.
- Adjunct Faculty members are eligible from first day of employment.
Professional Development Fund Changes

**Article 13, Section 2** Professional Development

- No increase in funds:
  - $100,000 in FY 2018-19
  - $100,000 in FY 2019-20

- Unused funds roll over from one year to the next.
- Application for funds can be found on the PSUFA website.
- Eligibility requirements eliminated on electronic application form.
- Adjunct Faculty members are eligible from first day of employment.
- Chairs are now required to sign-off on funding requests.
Questions about the PSUFA CBA changes?

Read the Tentative Agreements first.

You can find an online version on the OAA website.

Read the CBA and still unclear how to interpret or apply it?

Julia Getchell, OAA
Hannah Miller, OAA
Shelly Chabon, OAA (if Julia is on vacation)

Human Resources
Budget Office
Office of Graduate Studies