PSU administration and AAUP are pleased to announce that we’ve reached a settlement agreement. The tentative agreement represents 400 hours of bargaining and makes significant changes to the previous bargaining agreement. During this round of negotiations, we used an Interest-Based Bargaining process. This is a more collaborative form of bargaining that employs a problem-solving approach to labor/management issues and provided a platform for faculty, academic professional and administrative interests to be expressed and heard. While at times arduous, time consuming, and frustrating, IBB allowed us to address and resolve some of the longstanding issues that exist at PSU.

Our new Collective Bargaining Agreement will cover a four year term (November, 2015-November, 2019). Some of the highlights of the agreement include:

- Establishment of a Donated Sick Leave Bank.
- Continuous Appointments for instructional and some research non-tenure track faculty members.
- Summer session minimum per credit rates of no less than 2.5% of base 9 month salary rate (“historic rates”).
- An academic professional classification/compensation study to establish promotional pathways and new pay structures for this employee group.
- Clarification and appeal process on academic professional workloads.
- Use of vacation days during PSU closures will no longer be required.
- Guaranteed individual professional development accounts for all AAUP members.
- Sabbatical pay rate increases.
- Pilot Bridge Funding program to cover temporary funding gaps for NTTF research faculty.
- Annual Cost of living increases pegged to the CPI-U for Portland/Salem metropolitan area.
- Market equity adjustments for tenure-related faculty.
- Post-tenure review pay increases.
- Internal/external market equity adjustments for non-tenure track faculty.
- Length of service adjustments for Academic Professionals and pools to fund implementation of the class/comp study.
- Economic agreements could be renegotiated if there is a fundamental change in the budget picture at PSU.

The agreement will now go to PSU AAUP members for a ratification vote and to President Wiewel for approval. Both parties appreciate the time, effort and energy that faculty, academic professionals, student observers and administrators devoted to this process.