

UNIVERSITY OF PITTSBURGH PROPOSAL TO USW

November 17, 2023

Tenured Faculty Salary Freeze and Reduction

The Employer may freeze and/or reduce salaries of tenured bargaining unit faculty members as follows:

1. Where a tenured bargaining unit faculty member's annual evaluation indicates their performance is unsatisfactory and the bargaining unit faculty member is placed on a Performance Improvement Plan ("PIP"), the bargaining unit faculty member shall be ineligible for a salary increase for the fiscal year following the evaluation. In such cases, the PIP shall include a warning that continued unsatisfactory performance may result in a salary reduction of up to twenty percent (20%) of their salary made effective following their next annual evaluation.
2. If the tenured bargaining unit faculty member has not fulfilled the requirements of the PIP by the next annual evaluation following the issuance of the PIP, their salary may be reduced by up to twenty percent (20%).
3. Continued unsatisfactory performance in subsequent years may lead to additional salary reductions, subject to state and federal minimum wage laws.
4. In the event a tenured bargaining unit faculty member receives two consecutive satisfactory annual performance reviews, following the implementation of a salary reduction, the bargaining unit faculty member may petition in writing to their Dean/Regional Campus President that their salary be restored to the salary level that it was prior to the initial salary reduction. Such restoration shall be at the sole discretion of their Dean/Regional Campus President.
5. In circumstances where tenured bargaining unit faculty members have been disciplined for serious misconduct, the Employer may impose a penalty reducing such bargaining unit faculty member's salary by up to twenty percent (20%).

The University of Pittsburgh reserves the right to add to, delete from, or modify any proposal herein prior to final agreement. Any withdrawal of a proposal is without prejudice to the University. Any tentative agreements reached between the parties on any proposals shall not become final until (1) the parties have reached final agreement on a full collective bargaining agreement, and (2) the Union membership has ratified the full collective bargaining agreement.