

# UNIVERSITY OF PITTSBURGH PROPOSAL TO USW

February 7, 2024

## Compensation

### 1. Full-Time Bargaining Unit Faculty

- a. Annual Maintenance Increase: Effective on the following dates, full-time bargaining unit faculty members (all designations), who performed at a satisfactory level or higher during the previous fiscal year, shall receive an increase to their base salary as follows:

Effective Date

Date of ratification	4.0%
July 1, 2024	2.0%
July 1, 2025	2.0%

Annual Maintenance Increases will be implemented no later than ninety (90) calendar days from the Effective Date and will be retroactive to the Effective Date of the Annual Maintenance Increase above.

If the University's Board of Trustees approves a workforce compensation increase that includes an Annual Maintenance Increase of more than 2.0% for full-time non-bargaining unit employees effective July 1, 2024, and/or July 1, 2025, then eligible full-time bargaining unit faculty members shall receive the same percentage increase instead of the 2.0% increase referenced above. If eligible full-time bargaining unit faculty members have already received the 2.0% Annual Maintenance Increase, then they shall receive the differential between the increase approved by the Board and the 2.0%.

- b. Promotional Increases: Full-time bargaining unit faculty members in the professorial ranks who are promoted to a higher rank on or after the date of ratification of the Agreement, shall receive a minimum increase to their base salary as follows:

- i. Assistant to Associate Professor: \$5,000;
- ii. Associate to Full Professor: \$7,500.

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.

Promotional increases for Instructors shall be at the discretion of Employer.

Full-time bargaining unit librarians who are promoted to a higher rank on or after the date of ratification of the Agreement, shall receive a minimum increase of \$5,000 to their base salary.

Full-time bargaining unit faculty members appointed to the Falk School who are promoted to a higher level on or after the date of ratification of the Agreement, shall receive a minimum increase of \$2,000 to their base salary.

Promotional increases will become effective after the annual increase for the year that the promotion becomes effective.

c. Minimum salaries:

- i. With the exception of Instructors and bargaining unit faculty members appointed with the prefix "Visiting," the minimum base annual salary for full-time bargaining unit faculty members shall be \$60,000.
- ii. With the exception of bargaining unit faculty members appointed with the prefix "Visiting," the minimum base annual salary for full-time bargaining unit faculty members appointed to the rank of Instructor shall be \$50,000.
- ~~iii.~~ iii. With the exception of bargaining unit faculty members appointed with the prefix "Visiting," the minimum base annual salary for full-time bargaining unit faculty members appointed to the Falk School shall be ~~\$40~~45,000.
- ~~iv.~~ iv. The minimum base annual salary for full-time bargaining unit faculty members appointed with the prefix "Visiting" to the ranks of Professor, Associate Professor, Assistant Professor and Librarian and who have teaching and/or research responsibilities comparable to those of a full-time non-Visiting bargaining unit faculty member shall be \$50,000.
- ~~iii.v.~~ iii.v. The minimum base annual salary for full-time bargaining unit faculty members appointed with the prefix "Visiting" to the ranks of Instructor and Lecturer and who have teaching and/or research responsibilities comparable to those of a full-time non-Visiting bargaining unit faculty member shall be \$40,000.

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- d. The Employer may, in its discretion, offer individual bargaining unit faculty members salary adjustments as retention, merit, market, and equity adjustments. These increases are not subject to bargaining.
- e. A list of such retention, merit, market, and equity increases shall be provided to the Union annually in [month] of each year. The list shall include the individual's name, rank, department, previous salary, amount of increase and effective date.
- f. The Employer may, in its discretion, provide supplemental payments to bargaining unit faculty members in connection with the performance of administrative duties or supplemental positions at the Falk School. These supplemental payments are not subject to bargaining.

## 2. Part-time Appointment Stream Bargaining Unit Faculty

- a. Annual Maintenance Increase: Effective on the following dates, part-time bargaining unit faculty members (all designations), who performed at a satisfactory level or higher during the last fiscal year, shall receive an increase to their rate as follows:

### Effective Date

Date of ratification	4.0%
July 1, 2024	2.0%
July 1, 2025	2.0%

Annual Maintenance Increases will be implemented no later than ninety (90) calendar days from the Effective Date and will be retroactive to the Effective Date of the Annual Maintenance Increase above.

If the University's Board of Trustees approves a workforce compensation increase that includes an Annual Maintenance Increase of more than 2.0% for part-time non-bargaining unit employees effective July 1, 2024, and/or July 1, 2025, then eligible part-time bargaining unit faculty members shall receive the same percentage increase instead of the 2.0% increase referenced above. If eligible part-time bargaining unit faculty members have already received the 2.0% Annual Maintenance Increase, then they shall receive the differential between the increase approved by the Board and the 2.0%.

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b. Minimum rates per credit:

The minimum rate per credit for part-time appointment stream bargaining unit faculty with teaching responsibilities is as follows:

Regional Campuses: ~~\$750~~1000 per credit

Pittsburgh Campus: ~~\$1300~~1500 per credit

Minimum rates per credit shall not apply to part-time appointment stream faculty who teach part of a course or to team-taught courses.

- c. Part-time appointment stream bargaining-unit faculty members with non-instructional responsibilities will be compensated at a prorated minimum rate equal to the bargaining unit faculty member's percent effort, as determined by their department, of a full-time annual salary of \$50,000.

### 3. Overload

Full-time bargaining unit faculty who teach overload will be compensated at least the minimum rate per credit for each credit of overload that they teach.

### 4. Pay Schedule

The University shall pay all bargaining unit faculty monthly.

### 5. Savings Clause

Notwithstanding the above or any other Article of this Agreement, in the event that the University does not receive or there is a significant decrease in its annual appropriation, compared to the prior fiscal year, for state-related universities from the Pennsylvania General Assembly, or in the event that there is a significant decrease in University ~~fails to achieve minimum~~-enrollment expectations, compared to the prior fiscal year, the Employer reserves the right to delay and/or not implement the Annual Maintenance Increases, Promotional Increases or any other discretionary pay increases set forth above.

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