

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.

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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