

UNIVERSITY OF AKRON PROPOSALS  
November 6, 2020

**Non-Economic Tentative Agreements/Incorporating Prior MOU's (AAUP Proposals, Exhibit A)**

Article 4 (Association Rights)

- Section 2 (Access to University Resources)
  - Revise Subsection (C)  
**Accepted**
- Section 4 (Release Time)  
**HOLD**

Article 7 (Non-Discrimination)

As proposed by University on October 28, 2020, except deletion of reference to Rule

Article 10 (Governance)

- Section 6 (Faculty Participation in the Selection of Senior Vice President and Provost and President)
  - Subsection (A) (President)  
**Delete Paragraph 6 (release time for President) if University accepts release time under Article 4, Section 4**
  - Subsection (B) (Senior Vice President and Provost)  
**Delete parenthetical in Paragraph 3**

Article 13 (Recruitment, Tenure and Promotion)

- Section 2 (Eligibility)
  - Subsection (C) (Tenure)
    - Paragraph (3) (Regular Application for Tenure)  
**Accepted**

Article 29 (Professor of Practice and Professor of Instruction: Full-Time Non-Tenure Track (NTT) Faculty)

**HOLD for resolution of entire article**

**Economic Proposals**

Article 15 (Retrenchment)

- Add Section 13 re: Furlough Days per the Tentative Agreement

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Article 16 (Compensation)

- Replace the Current Language in Section 1(A)-1(E) with the following:

Section 1. Temporary Salary Reductions

Each bargaining unit member with an annual salary greater than \$50,000 will be subject to the following temporary base salary reductions effective from for a one-year period commencing on the start of the first pay period following ratification by both parties, unless extended consistent with any temporary salary reductions for non-bargaining unit employees:

\$50,000 - \$66,999	3%
\$67,000 - \$91,999	4%
\$92,000 - \$124,999	5%
\$125,000 - \$149,999	6%
\$150,000 - \$199,999	7%
\$200,000 +	10%

Following restoration of their temporary base salary reductions, bargaining unit members shall receive a wage freeze for the remainder of the term of this Agreement.

Article 17 (Benefits)

- Section 1 (Insurance Benefits)

As proposed, November 2, 2020, except for acceptance of deletion of language in Subsection H(2), as agreed to in Tentative Agreement

- Section 2 (Leaves of Absence)

As agreed to in Tentative Agreement