

UNIVERSITY OF AKRON PROPOSALS
December 4, 2020

Article 16 (Compensation)

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

Section 1. Temporary Salary Reductions

Effective July 1, 2021 through June 30, 2022, 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:

\$50,000 - \$66,999	4% 3.5%
\$67,000 - \$91,999	5% 4.5%
\$92,000 - \$124,999	7%
\$125,000 - \$149,999	8%
\$150,000 - \$199,999	10%
\$200,000 +	12%

(note added for clarity by RLL- lowered percentages for 2 lowest tiers is modified proposal as of 12/4/20- Following restoration of their temporary base salary reductions, a wage freeze will be in place for the remainder of the term of this Agreement.

- Replace Article 16, Sections 7 and 8 with the following:

16.7. Compensation for Additional Teaching

- A. It is understood by both parties to this agreement that the administration shall assign twenty-four (24) load hours to each bargaining unit faculty member each academic year, and that this assignment shall include one or more of the following types of activities: teaching, research, service, administrative.
- B. Additional teaching assignments may be offered to any bargaining unit faculty member at the University's discretion, consistent with the availability of courses and the needs of the academic unit. These additional teaching assignments may be during the Fall or Spring semesters, any of the Summer sessions, and any of the intersessions. In such situations, the regular duties and compensation of the bargaining unit faculty member remain unchanged, and additional pay is provided for additional teaching duties. Bargaining unit faculty may decline these additional assignments with no negative ramifications.
- C. ~~This section shall~~ Additional compensation shall not ~~apply to~~ be provided for loads beyond twelve (12) load hours in a single semester that do not result in an academic year load above twenty- four (24) load hours provided said semester-semester imbalance does not exceed three (3) load hours.

UNIVERSITY OF AKRON PROPOSAL
December 4, 2020

- D. For the duration of this contract, additional teaching pay per credit hour shall be paid at the rate of \$2,150 per credit hour, regardless of faculty rank or tenure status.
- E. These per credit hour rates apply to regularly scheduled classroom or field classes that meet minimum enrollment numbers of ten (10) for graduate courses and twelve (12) for undergraduate courses. In the event it is determined by the University to allow such a course, including summer independent studies, to be taught with fewer than the minimum number of students, the bargaining unit faculty member shall be compensated on a *pro rata* basis.
- F. This section does not preclude summer compensation from grants, endowed chairs, contracts, or other non-teaching activities.

Article 17 (Benefits)

- Section 1 (Insurance Benefits)
 - (A) Delete as outdated
 - (B) Change start date to January 1, 2021; end date TBD
 - (C) Delete as outdated
 - (D) Change start date to January 1, 2021 in all three paragraphs; end date TBD; replace and update chart
 - (E) Delete; University to continue funding health benefits for current retiree spouses and dependents until January 31, 2021 to assist with transition to new health care coverage
 - (F) No change
 - (G) No change
 - (H) Change per July 13, 2020 TA
- Section 2 (Leaves of Absence)

As agreed to in July 13, 2020 Tentative Agreement

Article 14 (Disciplinary Action)

HOLD for AAUP's written response

Article 15 (Retrenchment)

HOLD for mediation

UNIVERSITY OF AKRON PROPOSAL
December 4, 2020

Article 29 (NTT Faculty)

HOLD for mediation

Article 33 (Duration and Negotiation Procedure)

- Modify Section 1 to provide for an expiration date of June 30, 2022

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

Article 4 (Association Rights)

As proposed on November 6, 2020

Article 7 (Non-Discrimination)

As proposed on November 6, 2020

Article 10 (Governance)

As proposed on November 6, 2020

Article 13 (Recruitment, Tenure and Promotion)

As proposed on November 6, 2020

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

As proposed on November 6, 2020