EXHIBIT 29

Increase TA’d wage cuts for FYE 2021 by 50% as set forth below provided: (i) the additional savings will be used dollar-for-dollar to remove individuals (based upon wages and compensation) from the current layoff list; and (ii) these wage concessions will be applied to all non-BUF non-union University employees. The negotiating teams will need further discussion regarding the mechanism for deciding how and who will be removed from the current layoff list.

|  |  |
| --- | --- |
| Below $50k | 2% |
| $50,000 - $66,999 | 4% |
| $67,000 - $91,999 | 6% |
| $92,000 - $124,999 | 8% |
| $125,000 - $149,999 | 10% |
| $150,000 - $199,999 | 13% |
| $200,000 + | 15% |

(highest BUF post RIF is at $206k)

This saves an additional 1 million in salary versus the TA - $2,686,360 total salary savings

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