

UNIVERSITY OF AKRON PROPOSALS
November 23, 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	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, 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 not apply to 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.
- D. For the duration of this contract, additional teaching pay per credit hour shall be:

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Assistant Professor of Practice/Instruction:	\$ 1,500
Associate Professor of Practice/Instruction:	\$ 1,600
Professor of Practice/Instruction:	\$ 1,700
Assistant Professor:	\$ 1,900
Associate Professor:	\$ 2,000
Professor:	\$ 2,800

- 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)

- Benefits for Current Bargaining Unit Faculty:

As proposed, November 2, 2020, except for:

- Increased employee premium contributions effective January 1, 2021 through December 31, 2021
 - acceptance of deletion of language in Subsection H(2), as agreed to in Tentative Agreement

- Retiree Benefits

Retired Faculty/Dependents

Individual contribution level for health insurance benefits increases from 19% to 40% effective January 1, 2021.

Health insurance benefits terminate effective March 31, 2021

Life insurance benefits terminate effective December 31, 2020

Current Bargaining Unit Faculty

Individual contribution level increases from 19% to 40% effective January 1, 2021.

Health insurance benefits terminate effective December 31, 2021

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Life insurance benefits terminate effective December 31, 2020

- Section 2 (Leaves of Absence)

As agreed to in Tentative Agreement

Article 15 (Retrenchment)

Mutual withdrawal of proposals (including University's furlough days proposal)

Article 29 (NTT Faculty)

Mutual withdrawal of proposals

Article 33 (Duration and Negotiation Procedure)

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