

# Akron-AAUP Package Proposal – To Admin Nov. 30, 2020

## 1. Replace Article 16 Sections 1, 7 and 8

### Section 1. Wage Increases

#### A. 2020-2021 Academic Year

Each bargaining unit member employed as a member of the faculty as of July 1, 2020, who also was a member of the bargaining unit as of the beginning of fall semester 2019, and whose performance review for the 2019-2020 academic year is satisfactory or better as determined by the merit review criteria, shall receive a 2.0% increase so long as the freshman headcount for the Spring 2021 semester is at least 59% of the freshman headcount from the Fall. If the Spring 2021 freshman headcount is between 55% and 58.99% of the Fall 2020 headcount, such bargaining unit members shall receive a 1.0% increase. If the Spring 2021 freshman headcount is less than 55% of the Fall 2020 headcount, there will be no general increase for the 2020-21 academic year. The headcount for these purposes shall be measured as of the fourteenth day of each semester.

Any compensation increases granted under this section shall be retroactively applied to the bargaining unit member's base salary for the academic year for nine-month faculty and to July 1, 2020 for twelve-month faculty.

*Note: Assuming this is accurate, please confirm:*

#### *Recent Rates and Projected Rate*

	17-18	18-19	19-20	20-21*
<i>All freshman</i>	61.4%	60.1%	57.5%	59.2%

#### B. 2021-2022 Academic Year

1. Each bargaining unit member employed as a member of the faculty as of July 1, 2021, who also was a member of the bargaining unit as of the beginning of fall semester 2020, and whose performance review for the 2020-2021 academic year is satisfactory or better as determined by the merit review criteria, shall receive a 3.0% increase, subject to the following.

2. If total FTE enrollment as of the census date of the Fall 2021 semester is at least 97% of the FTE enrollment for the Fall 2020 semester, then the full increase in Subsection 1 shall be granted. If the FTE enrollment is at least 92% of the previous Fall census date, then 75% of the increase shall be granted (2.25%). If the FTE enrollment is at least 89% of the previous Fall census date, then 50% of the increase shall be granted (1.5%). If the FTE enrollment is at least 86% of the previous Fall census date, then 25% of the increase shall be granted (0.75%). If FTE enrollment in Fall 2021 is less than 86% of the FTE enrollment for the Fall 2020 semester, then no increase will be granted for the 2021-22 academic year.

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Any compensation increases granted under this section shall be retroactively applied to the bargaining unit member's base salary for the academic year for nine-month faculty and to July 1, 2020 for twelve-month faculty.

### C. 2022-2023 Academic Year

Each bargaining unit member employed as a member of the faculty as of July 1, 2022, who also was a member of the bargaining unit as of the beginning of fall semester 2021, and whose performance review for the 2021-2022 academic year is satisfactory or better as determined by the merit review criteria, shall receive a 4.0% increase.

### Replace Article 16, Sections 7 and 8 with the following (redlined from University's 11-23 Proposal):

#### Section 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. When the load hours assigned for administrative, service, or research work are different than the load assigned for such work the previous year, an explanation must be provided to the BUF outlining why more or less time is required for the work than in the previous year.
- B. Any courses with more than 50 students will be assigned 0.5 additional load hours and when each successive interval of 50 students is surpassed, an additional 0.5 load hour will be assigned. For example, a course with 101-150 students will be assigned an additional 1.0 load hour and a course with 151-200 students will be assigned an additional 1.5 load hours.
- C. 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.
- DE. 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.

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~~E.D.~~ For the duration of this contract, additional teaching pay per credit hour shall be:

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

Assistant Professor of Practice/Instruction  
and Assistant Professor (tenure track): \$ 1,800

Associate Professor of Practice/Instruction  
and Associate Professor (tenure track): \$ 2,050

Professor of Practice/Instruction  
and Professor \$ 2,850

~~E.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.

~~G.~~ Each unit will develop a policy for distribution of summer teaching load to be approved by their college Deans. Policies should account for qualifications of the instructor, history of the course, and distribution of ranks among the instructors. It is the intent of the university to offer courses that meet or exceed the enrollment minima. It is not the intent that course offerings be determined primarily by cost of instruction.

~~F.H.~~ This section does not preclude summer compensation from grants, endowed chairs, contracts, or other non-teaching activities.

## 2. Health Insurance

Increased contribution levels for bargaining unit faculty (as shown below) for 2021 only. This increases the bargaining unit's share of health insurance coverage by 15% as a whole. Contribution percentages would "snap back" to the 2020 levels in calendar year 2022 and for any other calendar years covered by the CBA (see table below). The salary ranges shown for 2022 are an estimate; the exact ranges would be determined as they have been in 2020 and

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past years based on the specified percentage of University employees falling within each tier.

Both medical plans maintain same plan design for duration of CBA. The Blue plan contribution for all years would be determined according to current methodology of equalizing the University contribution to the Gold and Blue plans for each type of coverage and income tier.

### 2021 Annual Employee Contribution for Medical Insurance

PPO 85% Gold Plan									
Percent of Premium	15%	17%	18%	19%	20%	21%	23%	25%	29%
Salary Range	Less than \$32,000	\$32,000 to \$36,999	\$37,000 to \$47,999	\$48,000 to \$56,999	\$57,000 to \$74,999	\$75,000 to \$84,999	\$85,000 to \$99,999	\$100,00 to \$124,999	\$125,000+

### 2022-23 Annual Employee Contribution for Medical Insurance

PPO 85% Gold Plan							
Percent of University Employees Per Tier	7.5%	10%	20%	25%	20%	10%	7.5%
Percent of Premium	15%	17%	18%	19%	20%	21%	23%
Salary Range (estimated)	Less than \$32,000	\$32,001-\$37,000	\$37,001-\$48,000	\$48,001-\$67,000	\$67,001-\$92,000	\$92,001-\$125,000	\$125,001+

**3. Severance Pay and Tuition Benefits for RIF Faculty – on hold, not part of this package proposal.**

**4. Retiree Dependent Health Insurance**

A. For the under-65 plan:

- Individual contribution level increases from 19% to 25% effective January 1, 2021.
- Individual contribution level increases from 25% to 33% effective January 1, 2022.
- Individual contribution level increases from 33% to 40% effective January 1, 2023.
- Terminate plan effective January 1, 2024.

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B. For the Medicare supplement plan:

- Terminate the plan effective January 1, 2023.
- Individual contribution level increases from 19% to 25% effective January 1, 2021.
- Individual contribution level increases from 25% to 33% effective January 1, 2022.

### **5. Retiree Life Insurance**

- Eliminate the benefit as of January 1, 2023.

### **6. Article 15 and Article 29 Proposals Presented Nov. 18, 2020**

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