

## **Substantially new CBA language in the November 2018 Tentative Agreement**

**1% raise for FY 2019, starting March 1.** *The existing contract has no language on FY 2019 salaries. Our 1% differs slightly from the 1% across the board for most non-represented employees in being retroactive to March 1.*

Section 14.03. Salaries for Fiscal Year 2019. Notwithstanding Section 14.05, this section pertains to all Faculty who held an active appointment on August 16, 2018. The base salaries (note: for Faculty on 9 month academic appointments, the base salary is the non-prorated monthly salary) of Faculty for the University's 2019 fiscal year shall be increased in an amount equal to one percent (1%). Such base salary increases shall be distributed across the board, with such increases paid retroactively to March 1, 2018. Faculty who received promotions after March 1, 2018 shall receive such retroactive pay for the period of March 1, 2018 through June 30, 2018 based on their old salaries (i.e., the monthly salary associated with their prior academic rank).

Section 14.04. Additional Salaries for Fiscal Year 2019. The parties agree that if the Board of Trustees allocates additional wage or salary increases for non-represented range civil service employees on the Carbondale campus, excluding the School of Medicine, during Fiscal Year 2019, the Faculty Association shall receive the same percentage salary increases effective to the date the additional increases are allocated by the Board of Trustees, with any such increases being distributed across the board.

**Minimum salaries for faculty.** *The existing contract has no language on minimum salaries. These figures are based on current minimums, so would not result in any immediate raises. But this provision may result in additional promotional raises for a few faculty, will protect future faculty against lower salaries, and could provide a basis for negotiating higher minimum salaries in the future.*

Section 14.08. Minimum Salary. Effective August 17, 2018, the minimum monthly 1.0 FTE base salary for a Faculty member shall be:

Assistant Professor (9 month academic-basis appointment): \$5,612.00 (non-prorated monthly base salary).

Assistant Professor (12 month fiscal-basis appointment): \$4,378.00

Associate Professor (9 month academic-basis appointment): \$6,473.00 (non-prorated monthly base salary)

Associate Professor (12 month fiscal basis appointment): \$4,793.00

Professor (9 month academic-basis appointment): \$7,968.00 (non-prorated monthly base salary)

Professor (12 month fiscal-basis appointment): \$6,537.00