

## **AAUP proposal for Modification to the 2014 Agreement**

1. Extend the 2014-17 Agreement through 2019-20 with the following additions and alterations.
  - a. There shall be no lay-offs or lockouts of full-time or part-time faculty during the life of the Agreement.
  - b. There shall be no elimination or curtailment of majors, minors, departments or programs during the life of the Agreement
  - c. Article VII.A.1 of the Agreement is amended by the deletion of the remainder of the Article after the first full paragraph. The deletion begins with the second full paragraph words “Notwithstanding the above” through the end of Article VII.A.
  - d. The first sentence of Article XXVII.O.1 is amended to read “The ratio of out-of-load and adjunct course sections to course sections taught by full-time faculty in load shall be no greater than 40%-60% for the University as a whole.”
  - e. The maximum number of Special Voluntary Separation Incentives available to bargaining unit members under the November 20, 2014 announcement shall be 10 in FY 2016-17, 8 in FY 2017-18, 6 in FY 2018-19 and 4 in FY 2019-20
  - f. The Phased retirement MOU will be extended through the life of the Agreement allowing those eligible to enter into phased retirement in any FY through 2018-19. No period of phasing shall be greater than 3 years and all phased periods must end no later than June 30, 2020.
  - g. The across-the-board increase in base salary for FY 2017-18 and 2018-19 shall be zero. The across-the-board salary increase for 2019-20 shall be determined The across-the-board increase in base salary for 2019-20 shall be calculated by adding the AAUP’s “All Faculty” average national salary increase and the AAUP’s “Continuing Faculty” average national salary increase for the preceding year as published by the AAUP and then dividing by two (2).
  - h. There shall be no paid research or paid developmental leaves awarded for the 2017-18 academic year under Article XXXI (Faculty Development). There shall be 5 paid research leaves and 1 paid developmental leave awarded for the 2018-19 academic year and there shall 8 paid research leaves and 2 paid developmental leaves awarded for the 2019-10 academic year under Article XXXI (Faculty Development).
  - i. The parties will meet to discuss cost reductions to the medical insurance plan and cost sharing of any excise tax imposed under the affordable care act’s so called “Cadillac” plan provision.