

Oregon Tech - AAUP Comparison of Key Contract Proposals

Charts Included:

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| <ol style="list-style-type: none"> 1. Comparison of Health Care Premiums 2. Example Scenario of Impact of Health Care Premiums 3. Comparison of COLA's and Removal of COLAs | <ol style="list-style-type: none"> 4. Comparison of Promotion Compensation Models 5. Comparison of Workload Proposals | Links to OT-AAUP and OT- Leadership Negotiation Websites:
Oregon Tech AAUP Faculty Negotiation
Oregon Tech Leadership Negotiating Team Website |
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Chart 1: Comparison of Health Care Premiums

<p>Benefit Proposal (PEBB Health Benefits) OT-Exec submission from 8/25/20 OT- Exec Leadership Benefits Proposal Link *Note: costs vary by medical plan and family size - the following are just estimates. See http://www.mypebb.com/calc2021.html for personalized estimates.</p>								
Estimated Cost based on PEBB 2021 Calculator (Kaiser Traditional) (PEBB data gathered mypebb.com)			The portion employers pay for an employee's health benefits is typically illustrated with percentages that are then applied to the cost of the benefit package each year once the cost is known. Therefore, the costs will fluctuate based on negotiations between PEBB/OT leadership and health coverage providers.					
		Status Quo		AAUP Proposal		OT - Exec Leadership Team Proposal		
Family Size	Annual Cost (Kaiser)	Employer Cost 95%	Employee Cost 5%	Employer Cost 95%	Employee Cost 5%	Estimated Employer Cost Percentages Vary	Estimated Employee Cost Percentages Vary	Approx. 5-year impact of OT- Exec proposal
Employee or Employee Spouse	\$19,692	95% \$18,708	5% \$984	95% \$18,708	5% \$984	86% \$16,935	14% \$2,753	\$13,765
Employee & Children	\$16,700	95% \$15,900	5% \$840	95% \$15,900	5% \$840	80% \$13,360	20% \$3,336	\$16,680
Employee & Family	\$26,580	95% \$25,248	5% \$1320	95% \$25,248	5% \$1320	76% \$20,200	24% \$6,379	\$31,895

<p>OT- Exec Leadership Team Health & Retirement Counter Proposal 8/26/2020 Benefits - OT - 08.26.2020.pdf</p>	<p>Important to know:</p> <ol style="list-style-type: none"> 1. OT- Executive leadership team would have the option to select an employer-sponsored health insurance program of its choice and could choose not to continue with PEBB, effective January 2022. <i>Section 1C and section 2</i> 2. Drastic change in employer paid premium contributions. Currently the employer pays 95% of the annual premium and the employee pays 5%. The employer proposed a drastic change to the percent they would cover under their proposal. See Comparison chart 1. <i>Section 3A</i>
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Chart 2: Example Scenario of Impact of Health Care Premiums

Benefit Proposal (PEBB Health Benefits)							
Example Impact Scenario:							
A faculty member with a base salary of \$60,000 who provides health coverage for:							
Annual benefit premium per PEBB 2021	Employee or Employee & Spouse		Employee & Children		Employee & Family		
	AAUP 5%	OT- Exec. 14%	AAUP 5%	OT- Exec 20%	AAUP 5%	OT- Exec 24%	
Base Salary	\$60,000	\$60,000	\$60,000	\$60,000	\$60,000	\$60,000	
Annual Employee Cost	-\$984	-\$2,753	-\$840	-\$3,336	-\$1,320	-\$6,379	
Remaining salary	\$59,016	\$57,247	\$59,160	\$56,664	\$58,680	\$53,621	
Percent of \$60,000 Salary	1.6%	4.6%	1.4%	5.6%	2%	10.6%	

Chart 3: Comparison of COLAs and Removal of COLAs

OT-Admin Proposal removes geographical COLA's as well

Compensation Proposal Comparison: COLAs Example Impact of COLA Proposals 2020-2022 (*based on CPI-U, estimate for 2022)		AAUP Compensation Proposal Link	OT-Exec Leadership Compensation Proposal Link
EXAMPLE:	Status Quo	OT-AAUP	OT- Exec
Salary 2019	\$60,000	\$60,000	\$60,000
COLA 2020	+2%	+4%	0%
Salary 2020	\$61,200	\$62,430	\$60,000
COLA 2021(based on average CPI 2020)	+2%	+1.75%	0%
Salary 2021	\$62,424	\$63,522	\$60,000
COLA 2022	+2%	+2.5% *	0%
Salary 2022	\$63,672	\$65,110	\$60,000
*Geographic COLA	\$7,400 (varies among faculty)	\$16,000 (VA calculation)	Only for overload; not amount assigned

Chart 4: Impact of Promotion Compensation Models

Compensation Proposal Comparison: Promotion & COLA		AAUP Compensation Proposal Link	OT-Exec Lead Compensation Proposal Link
Example promotion sequence for Assistant Professor	Status Quo	OT- AAUP	OT- Exec
Base Salary	\$60,000	\$60,000	\$60,000
Promotion to Associate 2020	+10%	+10% (4% tenure 6% promotion)	+\$1500 tenure and +\$2500 to Associate
New Base Salary as Associate Prof.	\$66,000	\$66,000	\$64,000
COLA increases per year	+2% per year	*Est. +2% per year	0%
*Cost of living adjustments will be set equal to the 12-month average regional Consumer Price Index (CPI-U) for the previous 12 months	Y1: +\$1320 = \$67,320 Y2: +\$1346 = \$68,666 Y3: +\$1373 = \$70,044 Y4: +\$1401 = \$71,441 Y5: +\$1429 = \$72,870	Y1: +\$1320 = \$67,320 Y2: +\$1346 = \$68,666 Y3: +\$1373 = \$70,044 Y4: +\$1401 = \$71,441 Y5: +\$1429 = \$72,870	0% = \$64,000
New Base pre-Promotion	\$72,870	\$72,870	\$64,000
Promotion to Professor	+10%	+10%	+\$7500
Increase to salary	+\$7,287	+\$7,287	+\$7500
New Base Salary as Professor	\$80,157	\$80,157	\$71,000
Difference from initial salary of \$60,000	+\$20,157	+\$20,157	+\$11,000
Post-Tenure Review	Every 5 years, amount of increase depends on several factors	Every 5 years, amount of increase depends on several factors	"There will be no wage increases/decreases associated with the post-tenure review process" p.3
Merit Increases		Determined by a faculty-led committee.	All compensation increases are *merit increases are based on job performance as measured by the Annual Performance Evaluation.
*The merit pool will increase if state funding is at 5% or more of the previous fiscal year AND student enrollment increases are 2% or more. The merit pool will decrease if state funding is at 3% or less from the previous fiscal year and enrollment is 1% or less.			
*Instructor ranks: AAUP proposes a base salary for Instructor w/o a MS at 3% below the salary of an Assistant Prof, and with a MS the salary proposed is 2% above that of Assistant Prof. Salaries are adjusted yearly for Instructors. There is no status-quo since there is no Promotion for NTTF. OT's proposal is for a base of \$43k for Instructor Ranks (9mo).			

Chart 5: Comparison and Impact of Workload Proposals

Workload Proposal Comparison		AAUP Workload Proposal Link	OT-Exec Leadership Workload Proposal Link
9-month TT	Status Quo	OT - AAUP Proposal	OT- Exec Proposal
WLU (Workload Units) per year	36	36	45
WLU instructional and non-instructional breakdown	36 - all instructional WLUs	Min 27 instructional + 9 non-instructional = 36 total WLUs Max 33 instructional + 3 non-instructional = 36 total WLUs	36 instructional + 9 non-instructional = 45 WLUs
Example: 9-month faculty w/ \$60,000 base salary working 40 hours per week would get paid _____ per WLU	\$1,667	\$1,667	\$1,333 -\$334 per WLU compared to status quo and AAUP proposal
12-month TT	Status Quo	OT- AAUP Proposal	OT- Exec Proposal
WLU annually	48	48	60
WLU instructional and non-instructional breakdown	48 - all instructional	Min 36 instructional + 12 non-instructional = 48 total WLUs Max 44 instructional + 4 non-instructional = 48 total WLUs	48 instructional + 12 non-instructional = 60
Example: 12-month faculty w/ \$75,000 base salary working 40 hours per week would get paid _____ per WLU	\$1562.5	\$1562.5	\$1250 -\$313 per WLU compared to status quo and AAUP proposal
9-month NTT	Status Quo	OT - AAUP Proposal	OT- Exec Proposal
WLU annually	45	36	45
WLU instructional and non-instructional breakdown	42 instructional + 3 non-instructional = 45	33 instructional + 3 non-instructional = 36	42 instructional + 3 non-instructional = 45
Example: 9-month faculty w/ \$60,000 base salary working 40 hours per week would get paid _____ per WLU	\$1,333	\$1,667	\$1,333