

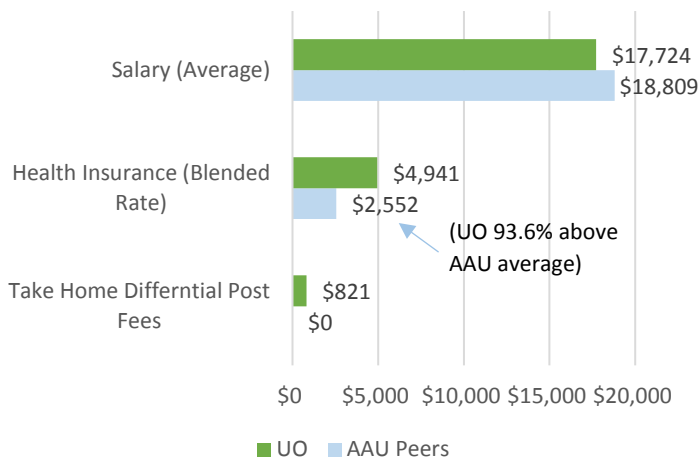
University of Oregon/GTFF Negotiations 2018-2019

UO Principles

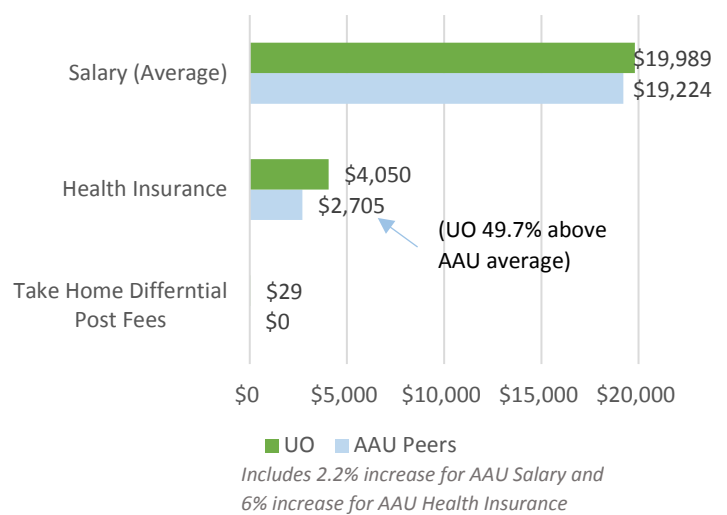
- Maintaining high-quality and successful graduate programs through aligning benefits and compensation with our AAU peer institutions, better meeting the needs of our graduate employees
- Ensuring viable graduate programs
- Meeting our obligation as stewards of public funds
- Focusing on employment

GTFF Proposal	Additional Cost (Yr 1)	Additional Cost (3 Yrs)
9.25% YoY Salary Increase	\$2,516,730	\$7,802,336
Summer Stipends and Fee Waiver	\$5,290,468	\$16,352,306
Childcare	\$696,993	\$2,090,978
Total Cost (all proposals)	\$10,319,140	\$31,690,550

AY18 AAU Peer Comparison



AY19 AAU Post-Alignment



Summary of UO Salary Proposal:

- ▶ Academic Year 2019-20:
 - ▶ A 1% increase to all salaries
 - ▶ All GEs, even if not at minimum salaries, quarterly pay increased by \$696
 - ▶ Setting UO health insurance contributions to \$1,350 per GE/term, transferring \$432 to salary
 - ▶ Increasing the GE's fee contribution by \$264/term, increasing wages \$264
 - ▶ Overall: Minimums up 14.7%, average up 11.8%, meets/exceeds AAU average
- ▶ Academic Year 20-21
 - ▶ A 1.0% increase to all salaries
- ▶ Academic Year 21-22
 - ▶ A 1.0% increase to all salaries

UO Proposed GE Minimum Salary

