

**Economic Proposal Comparison
Per Bargaining on 08/18/2022**

Topic	Union	AU Admin
Guaranteed Base raises	<p>Two-year deal to align with University budget: Year 1: 4.5% + 1% Performance Pay Pool Year 2: 3% + 1% Performance Pay Pool</p> <p>Right to grieve merit raises.</p>	<p>Year 1: 2.5% + 1.5% Performance Pay Pool Year 2: 2% + 1.5% Performance Pay Pool Year 3: 1.5% + 1.5% Performance Pay Pool Re-opener</p> <p>Applies only to non-probationary union members Must be hired before May 1 for merit pool increase to be implemented for that year</p> <p>Right to grieve merit raises up to a maximum of 20 time per year.</p> <p>University will adjust <u>pay band minimums</u> as follows BUT only adjust people's pay if they fall out the bottom of their entire band (not their zone): Year 1 – 5% Year 2 – 3.5% Year 3 – 3%</p>
Zones	<p>Proposed placing language that defines Zone placement in the Union Contract with enforcement:</p> <p>Zone 1: learning the position with little prior experience</p> <p>Zone 2: fully meets and sometimes exceeds expectations</p>	<p>Rejects Union proposal <i>even though the Union proposal uses the language that management wrote in the handbook.</i></p>

	Zone 3: consistently exceed performance expectations, have exceptional skill sets or knowledge, or jobs that are in high demand in the marketplace	
Addressing historic inequality	<p><u>Additional increase to guarantee raise based on years of service:</u></p> <p>5+ years: 1% more guaranteed (5.5% total + 1% Performance Pay Pool for Year 1)</p> <p>10+ years: 2% more guaranteed (6.5% total + 1% Performance Pay Pool for Year 1)</p> <p>15+ years: 3% more guaranteed (7.5% total + 1% Performance Pay Pool for Year 1)</p>	<p><u>Additional increase to guarantee raise based on years in position:</u></p> <p>5+ yrs: 1% more guaranteed</p> <p>10+ yrs: 2% more guaranteed</p> <p>15+ yrs: 3% more guaranteed</p> <p>*This proposal excludes more people than the union's by penalizing people who have changed positions within AU.</p>
Creating ongoing equity	Ability to negotiate future market adjustments for positions within the union	"Market, Equity, & Retention Pool" adjustments to salaries associated with job titles for non-union employees will be applied to union employees as well. Specifics of this pool still unknown.
Raising the lowest paid	Lifts everyone out of bottom two pay bands, making sure no FT union member is paid below 40,000 a year	Same as ours, we moved the administration to meet us!!
Part-time	Raises indexed to Minimum Wage in DC	Same as Guaranteed Base Raises for non-temporary part-time employees
"Leapfrogging"	Not allowed, would need to lift all folks in the same band in school or dept.	Hiring managers would have to evaluate different criteria but would still be able to hire at a rate higher than union members performing the same job, would lift people in same or similar titles. (Similar is undefined).
Health care	Stepped scale for all plans including family and depending care based on income	Moving "cliff" from 40k to 45k, now including +1 and family coverage