

ARTICLE 22. SALARY

Section 1. Appointment Full Time Equivalency (FTE)

Salary rates on which GE stipends are calculated and salaries paid will be prorated according to percentage FTE of the appointment held. ~~Effective September 16, 2024 the~~ The minimum allowable appointment for GE positions shall be 0.25 FTE for a full quarter.

At the maximum 0.49 FTE appointment, a GE will be assigned employment responsibilities that do not exceed a maximum of 215 hours for the quarter, or with the mutual consent of the GE and the employing department, program or administrative unit, 646 hours per 9-month academic year. Summer term allowances are in [ARTICLE 19](#).

Workloads for GEs shall be prorated on the percentage basis of FTE. For example, a GE appointed at 0.25 FTE shall be assigned employment responsibilities that do not exceed a maximum of 110 hours of work per quarter, and proportionately for appointments at other FTEs as follows:

FTE	HOURS PER QUARTER	AVERAGE HOURS PER WEEK (11 WEEKS PER TERM)	15% OF HOURS PER QUARTER
0.25	110	10	16.5
0.30	131	12	19.7
0.40	175	16	26.3
0.49	215	19	32.3

GEs who also work as student employees are limited to 0.49 FTE employment, counting both the GE and student employment hours.

Section 1a. During the academic year, minimum FTE assignments of GEs who have sole responsibility for teaching a course and/or are listed as the instructor of record shall be based on the academic credit value of the course for which the GEs are responsible. (Sole responsibility is understood to mean sole responsibility for preparation for and teaching of classes assigned to them). Minimum FTE appointments shall be:

3 credit classes - minimum 0.40 FTE appointment

4 or 5 credit classes - 0.49 FTE appointment

For four- or eight-week courses during the summer session, minimum FTE appointments of GEs with the same responsibilities described above shall be:

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3 credit classes - minimum 0.30 ~~0.40~~ FTE appointment

4 or 5 credit classes ~~—~~ 0.37 ~~0.49~~ FTE appointment

Section 1b. GEs are encouraged to notify their supervisors at any time during the quarter if their GE assignments require hours in excess of assigned FTE.

Section 1c. GEs will not be asked to work more than 15% of one quarter's total FTE assignment in any one week, except by mutual agreement of the GE and the supervisor in advance of such an assignment. Except for GEs classified as Instructors, GEs agree to receive permission from their supervisor prior to working more than forty (40) hours in a work week.

Section 2. Across the Board (ATB) Salary Increases

On the dates in the table below, hiring units shall raise the base salary rates they pay GEs by at least the corresponding percentage.

<u>Across the Board (ATB)</u>	<u>September 16, 2026</u>	<u>September 16, 2027</u>	<u>September 16, 2028</u>
<u>Base Rate Increase</u>	<u>2.4%</u>	<u>3%</u>	<u>3%</u>

~~Effective September 16, 2023, an ATB increase will be applied based on the department rate at a 1.0 FTE equivalent on a 9-month basis. Those units with salary base rates below \$50,000 will apply a 10% increase to their base rates. Those units with salary base rates above \$50,000 will apply a 4% increase to their base rates. Effective September 16, 2024 base salary rates will be increased at least 4% regardless of the unit base rate. Effective September 16, 2025 base salary rates will be increased at least 4% regardless of the unit base rate. Units may provide greater increases consistent with Section 5.~~

<u>Across the Board (ATB)</u>	<u>September 16, 2023</u>	<u>September 16, 2024</u>	<u>September 16, 2025</u>
<u>Current 1.0 FTE rates below \$50K for a 9-month contract*</u>	<u>10%</u>	<u>4%</u>	<u>4%</u>
<u>Current 1.0 FTE rates above \$50K for a 9-month contract *</u>	<u>4%</u>		

~~*A 1.0 FTE rate of \$50K for a 9-month contract is equivalent of a 0.5 FTE one-term salary of \$8,333.~~

ATB increases will be applied to department rates prior to minimum salary increases under Section 3. If after an ATB increase is applied under this section, a department rate is below the minimums specified in Section 3 then the unit rate shall be increased to the minimums specified in Section 3.

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Section 3. Salary Minimums

~~Effective September 16, 2023 all three GE levels shall have the same minimum salary rate. This unified minimum salary rate shall be set at 10.5% above the previous GE III minimum salary rate. This increases the GE I minimum 31.81% and the GE II minimum 16.68% above the previous rates and brings them up to the new unified minimum salary rate.~~ Effective September 16, 202~~7~~⁴, the unified minimum salary rate will be increased ~~3%~~^{5%}. Effective September 16, 202~~8~~⁵, the unified minimum salary rate will be increased ~~3%~~^{5%}. Salary minimums increases as outlined below:

<u>GE Salary Minimum Increases</u>	<u>September 16, 2026</u>	<u>September 16, 2027</u>	<u>September 16, 2028</u>
<u>GE I/II/III</u>	<u>2.4%</u>	<u>3%</u>	<u>3%</u>

The unified GE minimum salary base rates are as follows:

<u>GE Minimum Salary Base Rates</u>	<u>September 16, 2026</u>	<u>September 16, 2027</u>	<u>September 16, 2028</u>
<u>9 Month Annual Base Rate (Equivalent at 1.0 FTE)</u>	<u>\$52,866</u>	<u>\$54,452</u>	<u>\$56,086</u>
<u>One Month Base Rate (Equivalent at 1.0 FTE)</u>	<u>\$5,874.00</u>	<u>\$6,050.22</u>	<u>\$6,231.78</u>
<u>Gross Monthly Salary (0.25 FTE)</u>	<u>\$1,468.50</u>	<u>\$1,512.56</u>	<u>\$1,557.94</u>
<u>Gross Monthly Salary (0.30 FTE)</u>	<u>\$1,762.20</u>	<u>\$1,815.07</u>	<u>\$1,869.53</u>
<u>Gross Monthly Salary (0.35 FTE)</u>	<u>\$2,055.90</u>	<u>\$2,117.58</u>	<u>\$2,181.12</u>
<u>Gross Monthly Salary (0.40 FTE)</u>	<u>\$2,349.60</u>	<u>\$2,420.09</u>	<u>\$2,492.71</u>
<u>Gross Monthly Salary (0.45 FTE)</u>	<u>\$2,643.30</u>	<u>\$2,722.60</u>	<u>\$2,804.30</u>
<u>Gross Monthly Salary (0.49 FTE)</u>	<u>\$2,878.26</u>	<u>\$2,964.61</u>	<u>\$3,053.57</u>
<u>One Quarter Minimum (0.50 FTE)</u>	<u>\$8,811.00</u>	<u>\$9,075.33</u>	<u>\$9,347.67</u>

One quarter term salary can be calculated by multiplying the monthly salary by three (monthly salary x 3 = one quarter salary).

<u>GE Level</u>	<u>September 16, 2023</u>	<u>September 16, 2024</u>	<u>September 16, 2025</u>
<u>GE III</u>	<u>10.5%</u>	<u>5%</u>	<u>5%</u>

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GE II	16.68%		
GE I	31.81%		

~~The unified GE minimum salary base rates are as follows:~~

GE Minimum Salary Base Rates	September 16, 2023	September 16, 2024	September 16, 2025
9 Month Annual Base Rate (Equivalent at 1.0 FTE)	\$46,828	\$49,169	\$51,627
One Month Base Rate (Equivalent at 1.0 FTE)	\$5,203.11	\$5,463.22	\$5,736.33
Gross Monthly Salary (0.20 FTE)	\$1,040.62	N/A	N/A
Gross Monthly Salary (0.25 FTE)	\$1,300.78	\$1,365.81	\$1,434.08
Gross Monthly Salary (0.30 FTE)	\$1,560.93	\$1,638.97	\$1,720.90
Gross Monthly Salary (0.35 FTE)	\$1,821.09	\$1,912.13	\$2,007.72
Gross Monthly Salary (0.40 FTE)	\$2,081.24	\$2,185.29	\$2,294.53
Gross Monthly Salary (0.45 FTE)	\$2,341.40	\$2,458.45	\$2,581.35
Gross Monthly Salary (0.49 FTE)	\$2,549.52	\$2,676.98	\$2,810.80
One Quarter Minimum (0.50 FTE)	\$7,804.67	\$8,194.85	\$8,604.50

~~One quarter term salary can be calculated by multiplying the monthly salary by three (monthly salary x 3 = one quarter salary).~~

Section 4. GE Levels

GE I - Regularly enrolled graduate students admitted to a graduate degree program or doctoral students who are not eligible for a GE II or GE III appointment.

GE II - Regularly enrolled graduate students who have a) master's degree in the same or cognate field as their UO degree program, b) successfully completed a qualifying examination or equivalent milestone toward their UO doctoral degree, or c) completed 45 credit hours toward a doctoral degree in the same or cognate field as their UO degree program and have written recommendation of the head of their major department.

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GE III - Regularly enrolled doctoral students who have advanced to candidacy.

Graduate students transferring from another institution who meet one of the qualifications of GE II above at another institution and whom the University deems to have equivalent experience shall be appointed at no lower than the GE II level.

GEs shall be advanced to the appropriate level of the salary scale at the beginning of the term immediately following that during which the criteria for the level advancement were met.

Section 5. Academic and administrative units reserve the right to pay at a higher level, so long as salary equity by level of appointment for GEs is maintained in the department, program or administrative unit.

Section 6. Gross pay shall be stated in each individual GE's notice of appointment. Monthly gross pay for full months shall be paid as stated in each individual GE's notice of appointment. Monthly gross pay for partial months' pay shall be calculated as a fraction of the stated gross pay for full months prorated according to the ratio of working days worked within the appointment dates and working days of the particular partial month. Each GE shall be paid in full each payday for the month or fraction thereof which they have worked and which is covered by their appointment in accordance with the payroll salary distribution schedule described in Section 7 below.

In the event that a GE appointed for more than one academic quarter decides not to work as a GE in one or more of the quarters for which the GE has an appointment, overpayment will be returned to the University by the GE immediately.

Section 7. For GEs classified as salaried non-exempt, the overtime rate of pay of 1.5 times their hourly rate shall be calculated by Payroll in the same manner in which they calculate overtime for other salaried non-exempt employees. Currently, Payroll calculates the hourly rate and overtime rate on a weekly basis.

ACADEMIC YEAR APPOINTMENTS

12 month	7/1 - 6/30	12 payments
9 month	9/16 - 6/15	Sept and Jun ½ month; Oct - May full month

APPOINTMENT BY QUARTER

Fall	9/16 - 12/15	Sept and Dec ½ month; Oct - Nov full month
Winter	12/16 - 3/15	Dec and Mar ½ month; Jan - Feb full month
Spring	3/16 - 6/15	Mar and Jun ½ month; Apr - May full month

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TWO-QUARTER APPOINTMENTS

Fall/Winter	9/16 - 3/15	Sep and Mar ½ month; Oct - Feb full month
Winter/Spring	12/16 - 6/15	Dec and Jun ½ month; Jan - May full month

SUMMER TERM

Summer	6/16 - 9/15	June and Sep ½ month; July - Aug full month
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Appointment dates in the tables above are approximate. Actual working dates may vary based on term start, dates, end dates, and grading deadlines. In no case shall a hiring unit require a GE to exceed the maximum employee assigned responsibilities for their FTE (Section 1). Teaching GEs are not expected to work beyond when grades are due.

ARTICLE 23. TUITION WAIVER & FEES

Section 1. ~~During any quarter in which a GE is employed at or above the minimum FTE for a GE position as specified in ARTICLE 22, they are exempt from payment of tuition for up to 16 credit hours. Fees for self-support courses that are required for the completion of the degree will also be covered by the GE tuition waiver. that are required for the degree are. GEs employed at or above the minimum FTE for a GE position as specified in ARTICLE 22 are exempt from payment of tuition and of fees for self-support courses that are required for the completion of the degree for up to 16 credit hours taken in any quarter to which the appointment applies.~~

With the permission of the University, a GE may be permitted to exceed the quarter limitation on credit-hour enrollment. The current overload instruction fee will be assessed for such excess hours as set forth in the Board of Trustees of the University of Oregon Policies on Tuition, Mandatory Enrollment Fees and Other Charges, Fines and Fees (the University fee book). Tuition and fee waivers will apply to the summer term under the conditions outlined in [ARTICLE 19](#). ~~Tuition and fee waivers cannot be applied to study abroad.~~

Section 2. For the duration of this contract, university-wide mandatory student body fees for GEs employed at or above the minimum FTE for a GE position as specified in [ARTICLE 22](#), will be paid as follows:

University Responsibility	University-wide mandatory fees, including but not limited to building fee, health service fee, Recreation Center fee, Recreation Center bond, EMU bond, and all but \$61 of the incidental fee each term,; the matriculation fee for those GEs whose first term as GEs is the term in which they matriculate; any individual college/school resource fee, and course fees not described in the University fee book (see also “GE Responsibility”).
GE Responsibility	\$61 of the incidental fee and approved laboratory or course fees as described in the University fee book (i.e., “fees for equipment, materials or ancillary services consumed by the student as part of course instruction where the equipment or material is not readily available for purchase through a private source.”) and governed by university policy.

The University will notify the GTFF four (4) weeks in advance of public hearings regarding changes to fees, including course fees, to facilitate GTFF input to this process.

Section 3. With the exception of fees for self-support courses that are not required for the completion of the degree, GEs will be exempt from payment of tuition (and self-support course fees) for classes offered at times when regularly scheduled classes during the academic year are not in session. Credit hours earned during such classes will not apply toward either the 16-credit maximum (Section 1) or the nine-credit minimum (Section 4).

Section 4. In the administration of the above policy, GEs shall be required, as a term or

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condition of employment, to enroll for and maintain a minimum of nine (9) graduate credit hours toward the degree throughout the term but shall not be required to exceed that minimum.

Notwithstanding this requirement, a GE's minimum workload may be subject to reasonable accommodations as provided by the Accessible Education Center, which may consult with the Division of Graduate Studies and GE's program, as appropriate. The Division of Graduate Studies can approve the counting of undergraduate coursework toward the minimum credit hours described above (such as languages or those required for the completion of their graduate degree). Nothing in this contract will preclude an academic advisor from recommending additional credit hours as appropriate for the student's academic program.

Section 4a. Graduate students who do not require academic credit to satisfy program or degree requirements, or who find that the needed or required courses are not offered in summer session, may be appointed to summer GE positions. Those who receive such appointments are exempt from the graduate credit enrollment requirement.

Section 5. Nothing in this article shall be interpreted to restrict the Board of Trustees of the University of Oregon in any manner in the exercise of the Board's authority to establish instructional fees.

ARTICLE 24. HEALTH INSURANCE

Section 1a. All GEs employed at or above the minimum FTE for a GE position as specified in [ARTICLE 22](#) are eligible for health insurance premiums outlined in this article. In addition, all GEs employed Spring Quarter who are continuing in their graduate program and who pay their portion of the premium by the end of the grace period for summer payment are also eligible for summer health insurance as outlined in this article. Students who have graduated in spring term or who have withdrawn from or are otherwise not continuing in the graduate program at the end of spring term are not eligible for this benefit. For the purposes of this section, students who are on approved academic leave in the subsequent Fall Quarter or Academic Year are considered continuing in their graduate program. GE and University contributions are outlined in the schedule found in [APPENDIX D](#).

Section 1b. The University will make lump sum health insurance premium payments (excluding administrative costs as described in Section 5) to the GTFF Health and Welfare Trust (hereinafter referred to as the GTFF Trust) for the purchase of health insurance by the GTFF Trust.

Each lump sum payment will be paid to the GTFF Trust within 30 days of receiving the list of all eligible GEs enrolled in the health insurance plan from the GTFF Benefits Administrator.

In 2019 the parties agreed that during ~~During~~ Fall, Winter, Spring and Summer terms, for those with GE appointments, the University will contribute 95% of their health insurance premium costs. GEs in each enrollment category (as detailed in [APPENDIX D](#)) will contribute 5% of the quarterly premium for their selected coverage. ~~However, the 95% UO / 5% GE premium split going forward is permanently altered as described below, actual premium splits are contained in the table in Section 1d. below.~~

During the term of this agreement, the University shall be responsible for 95% of premium increases only to maintain the current level of benefits. Whenever the premium increase is in excess of 10%, the University shall be responsible for 50% of the marginal premium increase over 10%. The University shall not be responsible for premium increases associated with non-negotiated expansion of current benefit levels.

Both the GTFF and the University will encourage the GTFF Trust to revise benefits to keep total premium increases below 10% whenever feasible.

The GTFF and the University will instruct the Trustees of the GTFF Trust that any return of premium overpayments and any premium credits received from or credited to the GTFF Trust by an insurer shall be applied in accordance with the Health and Welfare Trust Agreement.

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For students without summer GE appointments who are eligible for insurance outlined in Section 1a above, the University will contribute 85% of premiums. Students in each enrollment category (as established [APPENDIX D](#)) will contribute 15% of the quarterly premium for their selected coverage. However, the 85% UO / 15% GE premium split is permanently altered as described above.

Section 1c. For any yearly premium increase less than 5%, for every dollar (\$1.00) the University saves relative to a 5% premium increase, the total pool used to supplement GE minimum salary shall be permanently increased by fifty cents (\$0.50).

The percentage of saving relative to a 5% premium increase is calculated by taking the difference between the cost of applying the new health insurance plan to the prior year's enrollment in the health plan and the actual cost of the prior year. Due to the nature of insurance billing, any increases to minimum salaries shall be applied at the end of Fall term and applied retroactively to the start of the term. The Union may not grieve the retroactive nature of this pay.

Section 1d. The table below reflects the premium share and salary increase adjustments made under Section 1b. and 1c. above. [As GTFF Trust provides annual rates to UO, please verify the table below is correct.]

<u>Year</u>	<u>GE Share</u>	<u>UO Share</u>	<u>Annual Increase (1b)</u>	<u>Salary Increase (1c)</u>
<u>AY 2019 - 2020</u>	<u>5.0%</u>	<u>95.0%</u>	<u>N/A</u>	
<u>AY 2020 - 2021</u>	<u>5.0%</u>	<u>95.0%</u>	<u>6.8%</u>	
<u>AY 2021 - 2022</u>	<u>5.0%</u>	<u>95.0%</u>	<u>0.4%</u>	<u>2.0%</u>
<u>AY 2022 - 2023</u>	<u>5.9%</u>	<u>94.1%</u>	<u>12.2%</u>	
<u>AY 2023 - 2024</u>	<u>5.9%</u>	<u>94.1%</u>	<u>1.3%</u>	<u>1.5%</u>
<u>AY 2024 - 2025</u>	<u>5.8%</u>	<u>94.1%</u>	<u>5.3%</u>	
<u>AY 2025 - 2026</u>	<u>6.0%</u>	<u>94.0%</u>	<u>10.8%</u>	
<u>AY 2026 - 2027</u>	<u>11.0%</u>	<u>89.0%</u>	<u>24.35%</u>	
<u>AY 2027 - 2028</u>				
<u>AY 2028 - 2029</u>				
<u>AY 2029 - 2030</u>				
<u>AY 2030 - 2031</u>				

Section 2. LOAN FUND and PAYROLL DEDUCTION. The University will allow GEs the ability to borrow the difference between GTFF Health Plan insurance premium costs and the University's health insurance contribution for each year to pay for the remainder of each GEs premium cost needs. All GEs will be eligible for this loan, which will be repaid to the University by means of payroll deduction. If no payroll deduction is available, GEs will be billed for repayment of outstanding loan balances. Failure to repay loans in a timely manner may result in termination of appointment, blocking of registration and/or disenrollment, late payment fees,

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and interest. GEs must reapply for the health insurance loan at the beginning of a term in order to receive insurance coverage using the insurance loan fund and payroll deduction. A GE must have an appointment in the term in which they apply for the loan. All insurance premium amounts loaned by the University to GEs who have enrolled in the GTFF Health Plan will be included in the University's Fall term lump sum payment to the GTFF Trust.

Section 3. The GTFF Trust is solely responsible for the administration of any health care plan it offers. The GTFF will recommend to the Trust that the GTFF Trust Board of Trustees give voting rights to the member appointed by the University administration.

Section 4. The University will contribute ~~\$116,377 in AY2023-2024, \$122,196 in AY2024-2025,~~ \$128,305 in each year of the agreement AY2025-2026 to cover the costs of health insurance administrative services incurred by the GTFF Trust, including students receiving coverage through COBRA and training grants, for each fiscal year through the end date of the current collective bargaining agreement. This fee will be paid on September 16 or the closest business day.

Section 5. GEs on nine-month appointments who were employed during the Spring term and who have accepted an appointment for the following Fall term shall, upon payment of the appropriate fee, retain access to the services of the Student Health Center during the Summer term.

**APPENDIX G. LETTER OF AGREEMENT ON EXPLORING INNOVATIONS TO
HEALTHCARE**

The Parties agree to form a joint workgroup to explore innovations to health care. The workgroup will explore innovations to healthcare which could include moving the GTFF Insurance plan to self-funding with the goal of developing a mutually agreeable proposal by June 15, 2027.