

**Effects of Elements of the Economic Packages on an Example Associate Professor  
Projected over Three Years of a New Agreement**

Professor X is an Associate Professor and has been at Oakland for 8 years. They are married, have two children, one of whom is a full-time student at Oakland, and they use Priority Health (HealthbyChoice) as their health insurance plan. Professor X regularly teaches one 4-credit course during the summer.

	Effects of AAUP's <i>initial</i> proposal	Effects of Oakland's <i>initial</i> proposal	Effects of the Tentative Agreement
<b>Salary*:</b>			
Current: <b>\$75,000</b>			
Year 1 of new Agreement	\$77,625	\$75,500	<b>\$75,938 + 1-time lump sum of \$500</b>
Year 2 of new Agreement	\$80,342	\$75,750	<b>\$77,342</b>
Year 3 of new Agreement	\$83,154	\$76,508	<b>\$78,889</b>
<b>Faculty member's share of health insurance premium cost**:</b>			
Current: <b>\$869/year</b>			
In 2022	<b>\$869</b>	<b>\$1738</b>	<b>\$869</b>
In 2023	<b>\$869</b>	<b>\$2607</b>	<b>\$869</b>
In 2024	<b>\$869</b>	<b>\$3476</b>	<b>\$1738</b>
<b>Retirement benefits:</b>			
Current: <b>\$12,000</b>			

Year 1 of new Agreement	\$12,420	\$8250	<b>\$12,150</b>
Year 2 of new Agreement	\$12,855	\$8333	<b>\$12,375</b>
Year 3 of new Agreement	\$13,305	\$8416	<b>\$12,622</b>
<b>Tuition benefit for dependents***:</b>			
Current cost to the faculty member, per year, per dependent using this benefit: <b>\$1496</b>			
Under proposals for new Agreement (per dependent, per year)	<b>\$1496</b>	<b>\$7,480</b>	<b>\$1496</b>
<b>Summer pay (per 4-credit section):</b>			
Current: <b>\$10,675</b>			
Year 1 of new Agreement	\$10,898	\$8,000	<b>\$10,754</b>
Year 2 of new Agreement	\$11,129	\$8,000	<b>\$10,874</b>
Year 3 of new Agreement	\$11,368	\$8,000	<b>\$11,000</b>
<b>Net annual pay and benefits (including only the above factors)****:</b>			
Current: <b>\$95,310</b>			
Year 1 of new Agreement	\$98,578	\$82,532	<b>\$96,977</b>
Year 2 of new Agreement	\$101,961	\$81,996	<b>\$98,226</b>
Year 3 of new Agreement	\$105,462	\$81,968	<b>\$99,277</b>

\*Salary projections include only the Association's proposed ATB raises (3.5%/yr) and assume that our "sample" professor would receive approximately the percentage stated in the proposal or agreement for the annual merit pool.

\*\*Using current rates for the cheapest family plan: Priority Health HMO, \$1448.25 total premium per month for 12 months. *These calculations do not include future rate changes.*

\*\*\*Assuming 32 credits per year and using *current*, in-state undergraduate tuition for lower-division CAS courses.

\*\*\*\*Net annual pay and benefits was determined by adding salary, retirement contribution and summer pay then subtracting health insurance premium and tuition costs to the faculty member. (Calculations based on one summer class and one dependent using the tuition benefit.)