

# Bargaining Update

June 5, 2020

Colleagues,

On June 4, 2020, the AAUP Bargaining Team and Oakland reached tentative agreement on a one-year extension of our current Faculty Agreement and some adjustments and modifications necessitated by that extension and the ongoing COVID-19 pandemic. This one-year extension runs from August 15, 2020, through August 14, 2021. Key points are discussed below. A copy of the tentative agreement can be found at [www.oaklandaaup.org](http://www.oaklandaaup.org). The purpose of the contract extension was to limit bargaining and extended negotiations during the pandemic. This means that many issues raised by faculty in our survey have been put on hold until we begin bargaining next year. Those issues are not forgotten and will be pursued as much as possible when negotiations begin again in May 2021.

## Key Points

---

### What is in the contract extension:

- A one year extension to the current agreement that extends all of our contract rights and protections for another year.
- Salaries remain the same and will not be cut. There will be no across the board raises or merit pay for 2020-2021.
- Retirement benefits stay the same.
- All health benefits stay the same.
- Extension of tenure clocks, if requested.
- Maintained same levels for travel and research fellowship funds.
- The contract now accurately reflects the School of Music, Theater and Dance is no longer a department.

---

## Compensation & Benefits

The tentative agreement contains the following language:

For the period of the one-year extension as set forth above, there shall be no changes in Faculty rates of pay or benefits as in effect as of August 14, 2020, with the sole exception that all Faculty promotions approved in the 2019-2020 academic year to become effective on August 15, 2020, shall become effective on August 15, 2020 at the rate of pay applicable to the applicable ranks of promotion.

What changes: There will be no raises for the 2020-21 year. This means no across the board or merit raises. However, if you were promoted in the 2019-20 academic year, you will receive the level of

compensation commensurate with your new rank as per the 2015-2020 contract. This is the same for Special Lecturers who are due for the 4-year or 8-year step raise.

What stays the same: Faculty will continue to receive the same salary that was received in the 2019-20 academic year. Health benefits (health, vision, dental) remain the same as under the 2015-20 contract (Article XVI). There will be no increase in the percentage of healthcare premiums faculty pay during this one year extension. In addition, Oakland's obligation to contribute to retirement savings plans is unchanged (Paragraph 130). The requirement to complete a merit report will remain.

## **Tenure Clock**

The tentative agreement contains the following:

The April 2020 Letter of Agreement regarding accommodations due to the current pandemic to the tenure and promotion review process in Article VII of the Faculty Agreement is hereby amended to extend until the Faculty Agreement, as extended by this Letter of Agreement, expires. A copy of that amended Letter of Agreement is attached hereto as "June 2020 Amended LOA Regarding 'Tenure and Promotion Clocks'".

What changes: As you will recall, in April 2020, the OU-AAUP negotiated an agreement with the Administration that allows faculty members who have been impacted by the Covid-19 pandemic to seek an extension of their tenure clock. This section extends that agreement to last the length of the contract extension.

## **Online Teaching**

The tentative agreement contains the following:

The April 2020 Letter of Agreement regarding voluntary online teaching by faculty is hereby amended to extend until the Faculty Agreement, as extended by this Letter of Agreement, expires. A copy of that amended Letter of Agreement is attached hereto as "June 2020 Amended LOA Regarding Online Instruction".

What changes: Paragraph 92 of the 2015-20 agreement prevented the Administration from forcing or requiring a faculty member to teach online. However, as a result of the global pandemic, the AAUP entered into a letter of agreement that acknowledged the need for online instruction, but this letter of agreement is not a permanent waiver of our rights under this contract provision. The contract extension extends this letter of agreement as well.

## Call to Action

---

- Attend one of the following meetings to hear from the bargaining team and ask your questions about the agreement to extend the contract:
  - Wednesday, June 10 at 10am - via Google Meet
  - Wednesday, June 10 at 12pm - via Google Meet
  - Thursday, June 11 at 2pm - via Google Meet

To join the video meetings, click this link: <https://meet.google.com/dro-jddc-zzf>  
Otherwise, to join by phone, dial +1 925-587-6907 and enter this PIN: 343 211 997#

- VOTE once you have received your electronic ballot.

Yours in solidarity,

OU-AAUP Bargaining Team