

Significant Changes from the Current CBA in the Tentative Agreement

		<i>Changes are in bolded italics</i>
Article	Existing Contract	New Contract
Duration	4 year	3 year
Professional Development	\$25,000 put into fund annually; unused portion rolls over.	Additional \$5,000, \$30,000 put into fund annually ; unused portion rolls over.
Appointment and Reappointment and Performance Evaluation	1) Supervisor notifies eligible PTF in the 6th semester in a pool that they can be evaluated for promotion during the 7th semester in a pool. 2) PTF must then request evaluation for 7th semester; if successful, promotion occurs in 8th. Existing contract also specifies that no promotion can occur until the PTF has worked three years at their current rank. 3) PTF3s in a pool are assigned before PTF2s, PTF2s before PTF 1s, but no seniority preference within any rank, i.e., Supervisors can assign any PTF3 in a pool to a class without regard to seniority.	1) Provost's Office sends email to all PTF every semester reminding them of the procedures for Promotion Evaluation. 2) PTF may request evaluation for promotion beginning in first half of 5th semester in the pool (or the first half of any subsequent semester); evaluation takes place in 6th (or subsequent) semester; 3) If the requested evaluation was successful, or if the requested evaluation did not occur, promotion is automatic in the next semester the PTF teaches in the pool. 4) There will be no three-year requirement going forward, just six semesters. 5) For PTF3s only, supervisors have to follow PTF3 seniority in a pool.
One-time letter on evaluation	New	Related to Appointment and Reappointment above is the Letter of Agreement summarized here: after ratification of the UPTF CBA, the Administration will conduct performance evaluations for all PTF 1s and PTF 2s who qualify for promotion. If the Employee is employed in Fall 2020, and the relevant Chair or Supervisor declines to conduct the evaluation or it is not completed before December 2020, the Employee will be automatically promoted in Winter 2021, or in the next semester the Employee teaches in the pool. This covers all PTF who were eligible but not evaluated under the existing contract.
Principles of Compensation	Rarely, a PTF teaches in two different colleges. Contract stipulates that the PTF must be paid in both (or all) colleges the highest salary per credit or clock hour that the PTF has ever received with all raises and so forth.	The new contract stipulates that the existing rule applies only to different departments within a college, or to courses or programs that have been moved from one college to another.
Tuition Reimbursement	A qualified PTF can receive 50% tuition reimbursement or waiver for a dependent for as many credit hours as one is teaching in the semester.	A qualified PTF can receive 50% tuition reimbursement or waiver for a dependent for up to 8 credit hours in any semester that one is teaching. For PTF3s only, supervisors have to follow PTF3 seniority in a pool.
Retirement	A PTF who has completed 2 years of service who contributes less than 5% of Gross salary can participate without an employer match contribute to without a match. If an eligible PTF contributes 5% of gross salary is eligible to receive an employer match of 0.75% of gross salary.	A PTF who has completed 2 years of service who contributes less than 5% of Gross salary can participate without an employer match. An eligible PTF who contributes at least 5% of gross salary is eligible to receive an employer match of 1.5% of gross salary in the first year of the contract, a 1.75% match in the second year, and a 2% match in the third year.
Salary	See accompanying charts on next page	
Pilot Mentoring Program	New	UPTF will create a union-run mentoring program for new hires. Mentors will be compensated from the Professional Development Fund housed in the Provost's Office.

Per Credit Hour Salary by Step and Academic Year

STEPS	2007 (Pre-UPTF)	Fall 2019	Fall 2020	Fall 2021	Fall 2022	% change in dollars	In Inflation adjusted dollars
1	\$582	\$985	\$1,024	\$1,065	\$1,108	69.2%	51.9%
2	\$641	\$1,063	\$1,106	\$1,150	\$1,196	65.8%	48.5%
3	\$699	\$1,144	\$1,190	\$1,237	\$1,287	63.7%	46.2%
4	\$757	\$1,220	\$1,269	\$1,307	\$1,346	61.2%	43.6%
5	\$816	\$1,299	\$1,338	\$1,378	\$1,419	59.2%	40.0%
6	\$875	\$1,347	\$1,387	\$1,429	\$1,472	53.9%	34.5%
7	\$931	\$1,384	\$1,426	\$1,468	\$1,512	48.7%	29.2%
8	\$991	\$1,461	\$1,505	\$1,550	\$1,597	47.4%	27.9%
9	\$1,058	\$1,537	\$1,568	\$1,599	\$1,631	45.3%	24.2%
10	\$1,108	\$1,619	\$1,651	\$1,684	\$1,718	46.1%	25.0%
11	\$1,165	\$1,695	\$1,729	\$1,764	\$1,799	45.5%	24.4%
12	\$1,223	\$1,775	\$1,811	\$1,847	\$1,884	45.1%	24.1%
13	\$1,282	\$1,855	\$1,883	\$1,902	\$1,921	44.7%	22.9%
14	\$1,340	\$1,936	\$1,965	\$1,985	\$2,005	44.5%	22.6%
15	\$1,398	\$2,013	\$2,033	\$2,053	\$2,074	44.0%	21.4%
16	N/A	\$2,092	\$2,113	\$2,134	\$2,155	N/A	N/A

Shaded rows represent PTF 1, PTF 2, and PTF 3 minimums

New Contract Annual Increase

Fall 2020		Fall 2021 & 2022	
Step 1-4	4%	Step 1-3	4%
Step 5-8	3%	Step 4-8	3%
Step 9-12	2%	Step 9-12	2%
Step 13-1	1.5%	Step 13-1	1%
Step 15-1	1%	Step 15-1	1%