

# PSUFA vs. PSU Proposals

Below is a detailed list of the proposals exchanged at the bargaining table on July 28th and September 1st, 2023. (Prior proposals are below this table.)

	<b>PSUFA Proposals</b> July 28	<b>PSU Proposals</b> September 01
<p><b>Minimum Rate + COLA</b> (Cost of Living Adjustment)</p>	<p><b>Fall 2023:</b> \$1397 (+\$150 to min. &amp; 10% COLA) <b>Fall 2024:</b> \$1498–\$1549 (+\$75–\$100 to min. &amp; 1.75%–3.5% COLA based on CPI)</p>	<p><b>Fall 2023:</b> \$1260 (+\$25 to min. &amp; 10% COLA) <b>Fall 2024:</b> \$1287–\$1309 (+\$5 to min. &amp; 1.75%–3.5% COLA based on CPI)</p>
<p><b>% Increases</b> (relative to prior minimum rate)</p>	<p><b>Fall 2023:</b> 24.73%* <b>Fall 2024:</b> 7.21%–10.91%</p> <p>* 24.73% would put us at a 12.76% increase to what adjuncts were making in Fall 2019, adjusted for inflation</p>	<p><b>Fall 2023:</b> 12.50%** <b>Fall 2024:</b> 2.14%–3.88%</p> <p>** 12.50% would put us at a 1.70% increase to what adjuncts were making in Fall 2019, adjusted for inflation</p>
<p><b>Researcher Rates</b></p>	<p><b>Research Assistant</b> <b>Fall 2023:</b> \$33/hour <b>Fall 2024:</b> \$34/hour</p> <p><b>Research Associate</b> <b>Fall 2023:</b> \$36/hour <b>Fall 2024:</b> \$37/hour</p>	<p><b>Research Assistant</b> <b>Fall 2023:</b> \$30.06/hour <b>Fall 2024:</b> \$30.73–\$31.26/hour (based on CPI)</p> <p><b>Research Associate</b> <b>Fall 2023:</b> \$32.21/hour <b>Fall 2024:</b> \$32.29–\$33.48/hour (based on CPI)</p>
<p><b>Length of Service Increase</b> Evaluated based on years of service committed to the University</p>	<p>In Winter 2024 &amp; Winter 2025: <b>7–11 years</b> of service: \$1500 <b>12 years</b> and above: \$2000</p>	<p>During 2024–25 Academic Year: <b>7+ years</b> of service: one-time \$850 <del><b>12 years and above: \$2000</b></del></p>
<p><b>Compensation for Committee Service &amp; Course Conversion</b> Compensation for work done outside of the adjunct teaching purview.</p>	<p><b>Fall 2023:</b> \$33/hour <b>Fall 2024:</b> \$35/hour</p> <p><b>Course Development</b> Additional 30 hours (rate above)</p> <p><b>Online Course Development</b> Additional 45 hours (rate above)</p> <p><b>Course Conversion</b> \$500 per course</p> <p><b>Online Equipment Reimbursement</b> \$100 per four credit course</p>	<p><b>Unchanged from July 19 PSU Proposal</b></p> <p><b>Fall 2023:</b> \$28/hour <b>Fall 2024:</b> \$29/hour</p> <p><b>Course Development</b> Additional <b>0 hours</b></p> <p><b>Online Course Development:</b> Additional <b>0 hours</b></p> <p><b>Course Conversion</b> Compensation <b>\$0</b></p> <p><b>Online Equipment Reimbursement</b> Compensation <b>\$0</b></p>
<p><b>Independent Study</b> Compensation for faculty hosting independent studies with individual students, or independent student groups</p>	<p><b>JULY 19 PSU PROPOSAL ACCEPTED</b></p>	<p style="text-align: center;">—</p>

<b>Course Cancellation Compensation</b>	<b>Per Credit</b> \$75–\$150  Cancellation Compensation paid to adjuncts working Summer Term	<u><b>Unchanged from July 19 PSU Proposal</b></u>  <b>Per Credit</b> \$50–\$150  <del><b>Cancellation Compensation paid to adjuncts working Summer Term</b></del>
<b>Contract Negotiations Compensation</b>  Compensation for negotiating contracts between adjuncts and the University	<b>JULY 14 PSUFA PROPOSAL ACCEPTED BY PSU</b>	—
<b>Union Release Compensation</b>  Compensation for PSUFA to help implement contracts and support adjunct faculty	1,200 hours/year	<u><b>Unchanged from July 19 PSU Proposal</b></u>  700 hours/year
<b>Health Insurance</b>	<b>JULY 19 PSU PROPOSAL ACCEPTED<sup>†</sup></b>  <sup>†</sup> PSUFA agreed to these terms due to the adjunct healthcare bill that recently passed, <a href="#">more info here</a>	—
<b>Retirement</b>	<b>JULY 19 PSU VERBAL AGREEMENT ACCEPTED</b>	<del><b>RESCINDED VERBAL AGREEMENT TO RETIREMENT PICKUP</b></del>
<b>Caregiver Fund</b>  A new fund that would consider caregiving individuals at the University	\$100,000/year	<del><b>No separate fund</b></del>  <del><b>\$25,000 added to Adjunct Assistance Fund</b></del> <del>(July 19 PSU Proposal rescinded)</del>
<b>Sick Leave</b>	<b>Accrual Rates</b> no cap on hours accrued  <b>Added Sick Leave Bank</b> to help members that exhaust hours tap into a universal bank	<b>Accrual Rates</b> 1 hour sick leave per 21.66 hours worked (no cap on hours accrued)  <del><b>Added Sick Leave Bank</b></del> <del>to help members that exhaust hours tap into a universal bank</del>
<b>Faculty Education Fund</b>  Compensation for employees taking university courses	\$45,000/year increase	<del><b>No increase</b></del> <del>(July 19 PSU Proposal rescinded)</del>
<b>Professional Development Fund</b>  Compensation for professional development opportunities outside of university teaching	\$17,223/year increase	<u><b>Unchanged from July 19 PSU Proposal</b></u>  <del><b>No increase</b></del>

<b>Technology Fund</b> Providing Technology for Adjunct Employees	<b>JULY 19 PSU PROPOSAL ACCEPTED</b>	—
<b>Adjunct Inclusion Fund</b> Funds allocated to help bridge the gap between university departments and its adjunct employees	<b>Department Meetings</b> \$10,000/year <b>Onboarding</b> \$10,000/year	<u><b>Unchanged from July 19 PSU Proposal</b></u> <b>Compensation Allotted</b> six (6) academic units with high adjunct density will receive \$750/year
<b>Researcher Fund</b> Compensation to help serve research employees at the University	200 hours	<u><b>Unchanged from July 19 PSU Proposal</b></u> <b>None</b>

Below is are the proposals exchanged at the bargaining table on July 14th and July 19th, 2023.

	<b>PSUFA Proposals</b> July 14	<b>PSU Proposals</b> July 19
<b>Minimum Rate + COLA</b> (Cost of Living Adjustment)	<b>Fall 2023:</b> \$1452 (+\$200 to min. & 10% COLA) <b>Fall 2024:</b> \$1528–\$1555 (+\$50 to min. & 1.75%–3.5% COLA based on CPI)	<b>Fall 2023:</b> \$1219 (+\$25 to min. & 6.5% COLA) <b>Fall 2024:</b> \$1240–\$1262 (+\$0 to min. & 1.75%–3.5% COLA based on CPI)
<b>% Increases</b> (relative to prior minimum rate)	<b>Fall 2023:</b> 29.64% <b>Fall 2024:</b> 5.25%–7.06%	<b>Fall 2023:</b> 8.84% <b>Fall 2024:</b> 1.72%–3.53%
<b>Researcher Rates</b>	<b>Research Assistant</b> <b>Fall 2023:</b> \$33/hour <b>Fall 2024:</b> \$34/hour  <b>Research Associate</b> <b>Fall 2023:</b> \$36/hour <b>Fall 2024:</b> \$37/hour	<b>Research Assistant</b> <b>Fall 2023:</b> \$29.11/hour <b>Fall 2024:</b> \$29.62–\$30.13/hour (based on CPI)  <b>Research Associate</b> <b>Fall 2023:</b> \$31.18/hour <b>Fall 2024:</b> \$31.73–\$32.27/hour (based on CPI)
<b>Length of Service Increase</b> Evaluated based on years of service committed to the University	<b>2-year</b> contract: \$500 <b>7–11 years</b> of service: \$1500 <b>12 years</b> and above: \$2000	<del><b>2-year contract: \$500</b></del> <b>7–11 years</b> of service: one-time \$350 <b>12 years</b> and above: one-time \$500

<p><b>Compensation for Committee Service &amp; Course Conversion</b></p> <p>Compensation for work done outside of the adjunct teaching purview.</p>	<p><b>Fall 2023:</b> \$33/hour <b>Fall 2024:</b> \$35/hour</p> <p><b>Course Development</b> Additional 30 hours (rate above)</p> <p><b>Online Course Development</b> Additional 45 hours (rate above)</p> <p><b>Course Conversion</b> \$500 per course</p> <p><b>Online Equipment Reimbursement</b> \$100 per four credit course</p>	<p><b>Fall 2023:</b> \$28/hour <b>Fall 2024:</b> \$29/hour</p> <p><b>Course Development</b> Additional <b>0 hours</b></p> <p><b>Online Course Development:</b> Additional <b>0 hours</b></p> <p><b>Course Conversion</b> Compensation <b>\$0</b></p> <p><b>Online Equipment Reimbursement</b> Compensation <b>\$0</b></p>
<p><b>Independent Study</b></p> <p>Compensation for faculty hosting independent studies with individual students, or independent student groups</p>	<p><b>Per Credit</b></p> <p><b>Fall 2023:</b> \$1452 (incl. 10% COLA)** <b>Fall 2024:</b> \$1524–\$1554**</p> <p>** Faculty paid at the minimum per credit rate</p>	<p><b>Per Credit</b></p> <p>1-credit course: \$153 2-credit course: \$230 3-credit course: \$306 4-credit course: \$383</p>
<p><b>Course Cancellation Compensation</b></p>	<p><b>Per Credit</b> \$75–\$150</p> <p>Cancellation Compensation paid to adjuncts working Summer Term</p>	<p><b>Per Credit</b> \$50–\$150</p> <p><del>Cancellation Compensation paid to adjuncts working Summer Term</del></p>
<p><b>Contract Negotiations Compensation</b></p> <p>Compensation for negotiating contracts between adjuncts and the University</p>	<p>4 credits, for up to 4 terms</p>	<p><b>JULY 14 PSUFA PROPOSAL ACCEPTED</b></p>
<p><b>Union Release Compensation</b></p> <p>Compensation for PSUFA to help implement contracts and support adjunct faculty</p>	<p>\$57,075</p>	<p>700 hours/year</p>
<p><b>Health Insurance</b></p>	<p>PSU picks up 5% contribution for eligible adjuncts</p>	<p>PSU contributes <b>\$0</b></p>
<p><b>Retirement</b></p>	<p>PSU picks up 6% for eligible adjuncts</p>	<p>PSU verbally agreed to the pickup (no current proposal in hand)</p>
<p><b>Caregiver Fund</b></p> <p>A new fund that would consider caregiving individuals at the University</p>	<p>\$100,000/year</p>	<p><b>No separate fund</b></p> <p>\$25,000 added to Adjunct Assistance Fund</p>

<p><b>Sick Leave</b></p>	<p><b>Accrual Rates</b> no cap on hours accrued</p> <p><b>Added Sick Leave Bank</b> to help members that exhaust hours tap into a universal bank</p>	<p><b>Accrual Rates</b> no cap on hours accrued</p> <p><b>Added Sick Leave Bank</b> <b>No commitment from the University</b></p>
<p><b>Faculty Education Fund</b></p> <p>Compensation for employees taking university courses</p>	<p>\$45,000/year increase</p>	<p>\$15,000/year increase</p>
<p><b>Professional Development Fund</b></p> <p>Compensation for professional development opportunities outside of university teaching</p>	<p>\$17,223/year increase</p>	<p><b>No increase</b></p>
<p><b>Technology Fund</b></p> <p>Providing Technology for Adjunct Employees</p>	<p><b>Increase to Current Allotment</b> \$40,000/year</p> <p><b>Individual Member Request Cap</b> \$1,500 per request</p>	<p><b>Increase to Current Allotment</b> \$20,000/year</p> <p><b>Individual Member Request Cap</b> \$1,500 per request</p>
<p><b>Adjunct Inclusion Fund</b></p> <p>Funds allocated to help bridge the gap between university departments and its adjunct employees</p>	<p><b>Department Meetings</b> \$10,000/year</p> <p><b>Onboarding</b> \$10,000/year</p>	<p><b>Compensation Allotted</b> six (6) academic units with high adjunct density will receive \$750/year</p>
<p><b>Researcher Fund</b></p> <p>Compensation to help serve research employees at the University</p>	<p>200 hours</p>	<p><b>None</b></p>