

## PSU Proposals & TA Comparison

Below is a detailed comparison of PSU’s first two full proposal packages from July 19th and September 1st with the proposals that were settled on by both PSU and PSUFA in the tentative agreement outlined on September 18th, 2023.

	<b>PSU Proposals</b> July 19	<b>PSU Proposals</b> September 01	<b>Tentative Agreement</b> September 18
<p><b>Minimum Rate + COLA</b> (Cost of Living Adjustment)</p>	<p><b>Fall 2023:</b> \$1219 (+\$25 to min. &amp; 6.5% COLA) <b>Fall 2024:</b> \$1240–\$1262 (+\$0 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>Fall 2023:</b> \$1271 (+\$35 to min. &amp; 10% COLA) <b>Fall 2024:</b> \$1339–\$1362 (+\$45 to min. &amp; 1.75%–3.5% COLA based on CPI)</p>
<p><b>% Increases</b> (relative to current \$1120 minimum rate)</p>	<p><b>Fall 2023:</b> 8.84%* <b>Fall 2024:</b> 10.71%–12.68%</p> <p>* 8.84% represents a <b>2.01% decrease</b> to what adjuncts were making in Fall term 2019 (\$1043), adjusted for inflation (\$1244 in Aug. 2023).</p>	<p><b>Fall 2023:</b> 12.50%** <b>Fall 2024:</b> 14.91%–16.88%</p> <p>** 12.50% represents a <b>1.26% increase</b> to what adjuncts were making in Fall term 2019 (\$1043), adjusted for inflation (\$1244 in Aug. 2023).</p>	<p><b>Fall 2023:</b> 13.48%*** <b>Fall 2024:</b> 19.55%–21.61%</p> <p>*** 13.48% represents a <b>2.14% increase</b> to what adjuncts were making in Fall term 2019 (\$1043), adjusted for inflation (\$1244 in Aug. 2023).</p>
<p><b>Researcher Rates</b></p>	<p><b>Research Assistant</b> <b>Fall 2023:</b> \$29.11/hour <b>Fall 2024:</b> \$29.62–\$30.13/hour (based on CPI)</p> <p><b>Research Associate</b> <b>Fall 2023:</b> \$31.18/hour <b>Fall 2024:</b> \$31.73–\$32.27/hour (based on CPI)</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>Research Assistant</b> <b>Fall 2023:</b> hourly relative to min. rate <b>Fall 2024:</b> hourly relative to min. rate</p> <p><b>Research Associate</b> <b>Fall 2023:</b> hourly relative to min. rate <b>Fall 2024:</b> hourly relative to min. rate</p>
<p><b>Length of Service Increase</b> Evaluated based on years of service committed to the University</p>	<p><b>6–11 years</b> of service: one-time \$350 <b>12+ years</b> of service: one-time \$500</p>	<p>During 2024–25 Academic Year: <b>6+ years</b> of service: one-time \$850</p>	<p>Sep 01 Offer Accepted</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> \$28/hour  <b>Fall 2024:</b> \$29/hour  <b>Course Development</b>          No additional hours</p>	<p>—</p>	<p><b>Fall 2023:</b> hourly relative to min. rate  <b>Fall 2024:</b> hourly relative to min. rate  <b>Course Development</b>          Up to \$500</p>
<p><b>Independent Study</b>          Compensation for faculty hosting independent studies with individual students, or independent student groups</p>	<p><b>Per Credit</b>          1-credit course: \$153          2-credit course: \$230          3-credit course: \$306          4-credit course: \$383</p>	<p>—</p>	<p>Jul 19 Offer Accepted</p>
<p><b>Course Cancellation Compensation</b></p>	<p>Retains current contract language (\$50–\$100, Summer not included)</p>	<p>—</p>	<p>No addition to this item.</p>
<p><b>Contract Negotiations Compensation</b>          Compensation for negotiating contracts between adjuncts and the University</p>	<p>4 credits, for up to 4 terms</p>	<p>—</p>	<p>Jul 19 Offer Accepted</p>
<p><b>Union Release Compensation</b>          Compensation for PSUFA to help implement contracts and support adjunct faculty</p>	<p>700 hours/year</p>	<p>—</p>	<p>Jul 19 Offer Accepted</p>
<p><b>Health Insurance</b></p>	<p>No Offer</p>	<p>No addition to this item due to the adjunct healthcare bill that recently passed. <a href="#">More info here.</a></p>	<p>—</p>
<p><b>Retirement</b></p>	<p>PSU verbally agreed to paying retirement pick-up (no proposal in hand)</p>	<p>No Offer (PSU <b>rescinded</b> July 19 verbal agreement to the pick-up)</p>	<p>PSU pays 6% IAP employee pick-up</p>

<p><b>Caregiver Fund</b> A new fund that would consider caregiving individuals at the University</p>	<p>No separate fund \$25,000 added to Adjunct Faculty Assistance Fund (AFAF)</p>	<p>No Offer (PSU <b>rescinded</b> July 19 offer)</p>	<p>No separate fund, but contract language TBD to distinguish funds for caregivers \$25,000/year (added to AFAF)</p>
<p><b>Sick Leave</b></p>	<p><b>Accrual Rates</b> no cap on hours accrued</p>	<p><b>Accrual Rates</b> 1 hour sick leave per 21.66 hours worked  no cap on hours accrued</p>	<p>Sep 01 Offer Accepted</p>
<p><b>Faculty Education Fund</b> Compensation for employees taking university courses</p>	<p>\$15,000/year increase</p>	<p>No increase (PSU <b>rescinded</b> July 19 offer)</p>	<p>\$20,000/year increase</p>
<p><b>Professional Development Fund</b> Compensation for professional development opportunities outside of university teaching</p>	<p>No Offer</p>	<p>—</p>	<p>No addition to this item.</p>
<p><b>Technology Fund</b> Providing Technology for Adjunct Employees</p>	<p><b>Increase to Current Allotment</b> \$20,000/year  <b>Individual Member Request Cap</b> \$1,500 per request</p>	<p>—</p>	<p>Jul 19 Offer Accepted</p>
<p><b>Adjunct Inclusion Fund</b> Funds allocated to help bridge the gap between university departments and its adjunct employees</p>	<p><b>Compensation Allotted</b> six (6) academic units with high adjunct density will receive \$750/year</p>	<p>—</p>	<p><b>Department Meetings</b> \$7,500/year</p>
<p><b>Researcher Fund</b> Compensation to help serve research employees at the University</p>	<p>No Offer</p>	<p>—</p>	<p>No addition to this item.</p>