

## PSUFA vs. PSU Proposals (July 2023)

Below is a detailed list of the proposals exchanged at the bargaining table through the end of July 2023.

	<b>PSUFA Proposals</b> July 14	<b>PSU Proposals</b> July 19	<b>PSUFA Proposals</b> July 28
<p><b>Minimum Rate + COLA</b> (Cost of Living Adjustment)</p> <p><b>% Increases</b> (relative to current minimum rate)</p>	<p><b>Fall 2023:</b> \$1452 (incl. 10% COLA) <b>Fall 2024:</b> \$1524–\$1554</p> <p><b>Fall 2023:</b> +29.6% <b>Fall 2024:</b> +1.5%–3.5%</p>	<p><b>Fall 2023:</b> \$1219 (incl. 6.5% COLA) <b>Fall 2024:</b> \$1240–\$1262</p> <p><b>Fall 2023:</b> +8.8%* <b>Fall 2024:</b> +1.5%–3.5%</p> <p>* +8.8% puts us at a 0.08% increase to what adjuncts were making in 2019, adjusted for inflation</p>	<p><b>Fall 2023:</b> \$1397 (incl. 10% COLA) <b>Fall 2024:</b> \$1497–\$1547</p> <p><b>Fall 2023:</b> +24.7% <b>Fall 2024:</b> +1.5%–3.5%</p>
<b>Researcher Rates</b>	\$33–\$37/hour	\$29–\$32/hour	\$32–\$36/hour
<p><b>Length of Service Bonus</b> Evaluated based on years of service committed to the University</p>	<p><b>2-year</b> contract: \$500 <b>7–11 years</b> of service: \$1500 <b>12 years</b> and above: \$2000</p>	<p><del><b>2-year</b> contract: \$500</del> <b>7–11 years</b> of service: \$350 <b>12 years</b> and above: \$500</p>	<p><b>7–11 years</b> of service: \$1500 <b>12 years</b> and above: \$2000</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>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>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>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>PSU PROPOSAL ACCEPTED</b></p>
<p><b>Course Cancellation Compensation</b></p>	<p><b>Per Credit</b></p> <p>\$75–\$150</p> <p>Cancellation Compensation paid to adjuncts working Summer Term</p>	<p><b>Per Credit</b></p> <p>\$50–\$150</p> <p><del>Cancellation Compensation paid to adjuncts working Summer Term</del></p>	<p><b>Per Credit</b></p> <p>\$75–\$150</p> <p>Cancellation Compensation paid to adjuncts working Summer Term</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>PSUFA PROPOSAL ACCEPTED</b></p>	<p>—</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>1,200 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>PSU PROPOSAL ACCEPTED<sup>†</sup></b></p> <p>† PSUFA agreed to these terms due to the adjunct healthcare bill that recently passed, <a href="#">more info here</a></p>
<p><b>Retirement</b></p>	<p>PSU picks up 6% for eligible adjuncts</p>	<p>PSU has verbally agreed to the pickup no current proposal in hand</p>	<p><b>PSU PROPOSAL ACCEPTED</b></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>\$100,000/year</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>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>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>\$45,000/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>\$17,223/year increase</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>PSU PROPOSAL ACCEPTED</b></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>Department Meetings</b> \$10,000/year</p> <p><b>Onboarding</b> \$10,000/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>	<p>200 hours</p>