

**ARTICLE 30**  
**Salary Increases and Salary Payments**

**30.1 Salary Increase – FY 2022-23.**

- (a) **Eligibility.** An eligible faculty member is one who was hired by and was in pay status by April 1, 2022, and continues to be employed with the University through the date of ratification of this Agreement. Faculty increases will be based on faculty classification (bargaining unit) status as of April 1, 2022. The following faculty members are not eligible for the increase:
- (1) A faculty member who was issued a notice of non-reappointment.
  - (2) A faculty member who has been issued a notice of termination. If the notice is rescinded and the faculty member is not terminated, they shall receive the increase and will promptly receive a retroactive payment to account for any time period they had not received the increase.
  - (3) A faculty member who is on a visiting appointment.
- (b) **Amount.** Each eligible faculty member shall receive an increase to their base rate of pay equivalent to five percent (5%) of their August 8, 2022 base rate of pay. The increase will be effective as of August 8, 2022. A retroactive distribution will be made December 16, 2022 if the full-book agreement has reached tentative agreement by October 28, 2022, and approved through the ratification process by November 17, 2022.

**30.2 One-Time Payment**

- (a) **Eligibility.** An eligible faculty member is one who was hired by and in pay status by July 1, 2022, and continues to be employed with the University through the date of ratification of this Agreement. This includes individuals who meet that date requirement and are returning visitors or who were visitors in Academic Year 2021-2022 but are now in-unit, non-visiting faculty. The following faculty members are not eligible for the one-time payment:
- (1) A faculty member who was issued a notice of non-reappointment
  - (2) A faculty member who has been issued a notice of termination. If the notice is rescinded and the faculty member is not terminated, they shall receive the one-time payment.
- (b) **Amount.** Each eligible full-time (1.0 FTE) faculty member shall receive a non-recurring one-time payment in the amount of \$1,000.00. Faculty members who are appointed on a less than 1.0 FTE basis will receive a pro-rated amount based on their FTE. This payment will not be grossed up for taxes; it is subject to applicable

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taxes and withholdings.

### 30.3 **Wage Reopener – FY 2023-2024**

This Agreement is subject to a wage reopener for FY 2023-2024.

### 30.4 **Wage Reopener – FY 2024-2025**

This Agreement is subject to a wage reopener for FY 2024-2025

### 30.5 **Compression and Inversion Review.** The University shall retain the services of a third-party expert in the field of compensation and benefits to evaluate any compression or inversion in the faculty's base wages at the University, College and Departmental level. The administration shall provide to the third-party and UFF, simultaneously, all the data the administration submits to the third-party to study the issue. The findings will be provided to the University and UFF collective bargaining teams for consideration and use during wage reopener negotiations.

### 30.6 **Contract and Grant Funded Increases**

- (a) Faculty members on contracts or grants shall receive annual salary increases equivalent to similar faculty members on Educational and General (E&G) funding, provided that such salary increases are permitted by the terms of the contract or grant, and adequate funds are available for this purpose in the contract or grant.
- (b) Nothing contained herein shall prevent faculty members whose salaries are funded by grant agencies from being allotted salary increases higher than those provided in this Agreement.

### 30.7 **Salary Adjustments for Faculty on Uncompensated Leave**

The base salary of a faculty member returning from uncompensated leave shall be adjusted to reflect all across-the board pay increases and market increases that the faculty member would have received if they had not been on uncompensated leave that were distributed during the period of the faculty member's uncompensated leave.

### 30.8 **Deferred Pay Option.** Eligible nine-month faculty members<sup>24</sup> shall be provided the option of having their nine-month salary paid over twelve months (twenty-six pay periods), subject to the following conditions:

- (a) Not later than June 30 of each academic year, each eligible faculty member may elect, using the online form available in myWings, "Authorization for Deferred Pay Option Plan" included in Appendix "J-1", to have their nine-month salary paid over twelve months (twenty-six pay periods).
- (b) Once a faculty member elects to be paid over twelve months (twenty-six pay

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<sup>24</sup> Eligible faculty members have been employed for at least one semester.

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periods), they will not be able to opt out of that option until the next open enrollment cycle, using the online form available in myWings, “Cancellation of Deferred Pay Option Plan”. See Appendix J-2.

- (c) Payment would begin effective the start of the new nine (9) month contract.
- (d) Visiting faculty members are not eligible for this payment option.

### 30.9 **Additional awards or salary increases.**

- (a) Administrative Discretionary Increases providing salary increases beyond the increases specified above. These increases are provided for market equity considerations, verified counteroffers, compression/inversion, special achievements, litigation, settlements, extraordinary accomplishments and similarly special situations. UFF will be notified of any proposed salary increase and the opportunity to discuss the proposed increase with the University President or designee prior to implementation.
- (b) UFF also recognizes that the University Administration will from time to time provide stipends or awards to compensate faculty for short or long term University-related activities, including increased duties and responsibilities. These faculty efforts may include department, college, and University-wide grants, awards, and programmatic activities. The Provost will inform UFF of new stipends or awards as they are established, and UFF may designate such items for future negotiations upon the expiration of the current Agreement.