

To AAUP Represented Faculty and Academic Professional employees:

The recently ratified AAUP 2011-2013 bargaining agreement contains provisions that become effective immediately. We want to let you know how the pay related changes in the new agreement impact you, and explain the timing of these changes in your payroll checks as follows:

**Across the Board Increases (ATB):**

- AAUP represented faculty and academic professionals will receive a 3.1% across the board salary increase effective 1/1/12 for those on a 12-month term of service and effective 2/1/12 for those on a 9-month term of service. 9-month faculty who participate in the voluntary 12-month pay redistribution plan will receive their ATB increase effective 2/15/12, the midpoint in their redistributed pay year.
- The 3.1% ATB increase has been included in the January paycheck for 12-month term of service employees.
- The 3.1% ATB increase for 9-month term of service employees will be included in the February paycheck.

**1% Equity and Compression Adjustment Pools:**

1% of total salaries for each of the following unclassified employee groups have been designated as equity and compression adjustment pools. Eligible employees will receive an additional salary increase from their respective pool as follows:

- AAUP represented teaching and research faculty may be eligible to receive an increase from the AAUP negotiated 1% equity pool as per the AAUP collective bargaining agreement-Article 30.
  - Eligible 12-month faculty will receive the equity increase with their February paycheck, with a retroactive adjustment to the 1/1/12 effective date.
  - Eligible 9-month faculty will receive the equity increase effective 2/1/12 (2/15/12 if a 12-month pay redistribution plan participant).
- All AAUP-represented academic professionals will receive their 1% compression adjustment effective 1/1/12, or 2/1/12 depending on their term of service.
  - The 1% compression adjustment has been included in the January paycheck for 12-month term of service academic professional employees and will be included in the February paycheck for 9-month term of service academic professional employees.

**PEBB 5% Premium Cost Share:**

AAUP represented faculty and academic professionals will begin participation in the PEBB 5% premium cost share with the January payroll as well. Employees should expect a pre-tax payroll deduction equivalent to 5% of their monthly PEBB medical, dental and basic life premiums plus an additional prorated amount to adjust for the one month delay in beginning the deductions for the 2012 PEBB plan year.