Contract Tip: Details of raises in the new contract

The CAC has received a few inquiries related to the salary increases implemented in the new CBA. Details about these raises (for FY18 and FY19) have gone out for some units and are coming soon for others. Below is a breakdown of those increases, which we hope will provide context for these communications.

FY18 (2017-2018 academic year for 9-month faculty): 2.5% total CBA raise. This is made up of 1.5% across-the-board and 1.0% performance (i.e., the total performance raise pool is 1.0% of total salary of eligible faculty**). The across-the-board component is made up of a 0.75% increase plus an additional $654.10 for all faculty (representing a single faculty share of 0.75% of total raise-eligible faculty salaries).

FY19: 3.0% total CBA raise. Made up of 2.0% across-the-board and 1.0% performance**. The across-the-board component is made up of a 1.0% increase plus an additional $892.35 for all faculty (representing a single faculty share of 1.0% of total raise-eligible faculty salaries).

(The structure of the FY20 raise will be parallel to FY19, but we do not yet know the exact dollar amount of the "standardized" component of the across-the-board raise).

**Performance raises are determined by Deans and thus the individual amounts will vary across faculty members. Units handle performance raises in different ways. However, it appears that at least some units (looking back at this past year) are allocating the FY18 performance piece as additional across-the-board money.

Summary of raises:
Note that FY18 raises are retroactive to January 1, 2018; those retroactive raises are being processed as separate payments; and only faculty who were employed at UVM as of February 15, 2017 are eligible for retroactive raises.

If you have any questions regarding your raise, the first place to inquire would be your chair and/or unit business manager. However, feel free to contact UA at contract@unitedacademics.org if you have additional questions or concerns on anything related to CBA-specified raises.

Sincerely,
UA Contract Administration Committee