



EASTERN OREGON UNIVERSITY

Office of the President

July 28, 2016

Dear Faculty:

This letter provides an update on negotiations between Eastern Oregon University (EOU) and Associated Academic Professionals (AAP), over the terms of the next collective bargaining agreement. EOU and AAP have been in negotiations for a successor contract since February 15, 2016.

To date, significant progress has been made on a number of issues that each party initially raised. In fact, we have tentatively agreed or have an agreement in principle on all outstanding issues except for salary, load, and certain definitions relating to the bargaining unit. In addition, the parties have also agreed to form specific task forces to review particular issues of shared concern and provide reports during the next academic year. Each party's current proposal, as well as other pertinent information relating to the negotiations, may be accessed at: www.eou.edu/representation.

Regarding salaries, the parties share the goal of adjusting, over time, total compensation to ensure the university can continue to attract and retain quality faculty. To achieve this goal, EOU and AAP have been negotiating the formation of a task force to research comparable universities, review the salary and benefit structure at each, determine EOU's relative position with the aggregate institutional compensation information, and define the gap in EOU's compensation structure. As currently being discussed, the task force would complete its work in the winter of 2016-17. If the parties reach an agreement on the task force and the task force completes its work on time, negotiations could reopen in the spring of 2017 to address salary changes for academic years 2017-18 and 2018-19.

In the meantime, EOU and AAP have attempted to negotiate a salary increase for academic year 2016-17. Both parties are presently proposing that faculty members receive step increases in September, but no cost of living adjustments. EOU proposes adding \$2,000 to the base salary of every rank; AAP proposes that the increase be \$2,500. EOU also proposes that if Fall 2016 enrollment exceeds Fall 2015 enrollment (as measured by Student Credit Hour (SCH) in the fourth week of the term), faculty would receive an additional \$100 for each percentage point increase in enrollment, up to 4%. For example, if Fall 2016 enrollment is 3% more than the Fall 2015 year enrollment, the base salary of every rank would be increased by an additional \$300. AAP proposes that for a 1% increase in enrollment, faculty base salary would increase \$300; a 2% increase in enrollment would result in a \$400 base salary increase; a 3% enrollment increase would result in a \$600 base salary increase, and a 4% increase in enrollment would result in a \$800 base salary increase.

On July 15, AAP filed for mediation. Mediation is a step in the bargaining process in which a state mediator is assigned to work with the parties to find common ground. With the parties now going to mediation, the possibility exists that EOU and AAP may be able to reach a salary agreement that covers all three years of the next contract period, without the need to re-open negotiations in 2017. On August 9, EOU and AAP will meet with the state mediator for the first mediation session.

As originally drafted, the most recent contract between EOU and AAP would have expired on June 30, 2016. The parties have now agreed to extend the contract to December 31, 2016, to allow adequate time to conclude these negotiations.

I remain optimistic that EOU and AAP can agree to a fair and equitable contract prior to the start of Fall 2016. That said, our goal is to ensure that the contract maintains our current trajectory toward economic sustainability. I am grateful for the sacrifices all have made to bring EOU this far, and I am confident that, working together, we can build a strong future for EOU.

Sincerely,

A handwritten signature in cursive script that reads "Thomas A. Insko".

Thomas A. Insko
President