

## Final Offers

### AAUP

#### Layoffs

Workload of laid off members - if a member is laid off, their workload cannot be distributed to other employees or contractors

Recall - after a member is laid off, if PSU creates a position that is responsible for the same duties as the laid-off member's former position, or if such a vacancy is recruited for, the laid-off member shall be recalled to that position.

#### Shared governance

Administration must engage in shared governance process prior to laying off members, when layoffs are based on changes to curriculum or program needs

#### Economics

COLA: 5.75% in year 1, remaining years COLA determined by the Consumer Price Index (CPI), minimum of 1.75% and a maximum of 3.5%

Compression, Inversion & Equity (CIE): \$455,000 annually for TT, \$225,000 for NTTF, \$225,000 for APs

AP Reassignment Salary Increase: \$2,619 for 9-month employees and \$3,188 for 12-month employees in Year 2, increased by COLA rate in remaining years

AP Advancement – APs receive \$800 every year if they receive an evaluation rating of satisfactory or better

### PSU Administration

#### Layoffs

Workload of laid off members - current language, administration is arguably free to give workload to other faculty members, adjuncts or contractors

Recall - current language, in order to be recalled, same position must be created and administration must reverse the previous layoff decision.

#### Shared governance

Administration currently believes that no shared governance must be engaged in when laying members off due to change in curriculum or program needs.

#### Economics

COLA: 3.25 in year 1, CPI in remaining three years, minimum of 1.75%, maximum of 3.5%. One-time \$500 payment upon ratification.

CIE: \$445,000 annually for TT, \$225,000 for NTTF, \$225,000 for APs

AP Reassignment: \$2,477 for 9-month employees and \$3,015 for 12-month employees in Year 2, increased by COLA rate in remaining years

AP Advancement – APs receive \$1,800 every four years, if they receive an evaluation rating of satisfactory or better