



Member Bargaining Priorities

Through a majority of AAUP members filling out bargaining surveys, sharing priorities inside listening sessions and departmental t-shirt days, our bargaining team and communications committee colleagues crafted these bargaining priorities as improvements to our current contract and potential first-time wins for the conditions our coworkers, students, and community deserve.

Work With Dignity

PSU's shrinking workforce has led to stress and uncertainty. We demand:



- Stronger job protections to foster a respectful work environment and attract students
- Job stability for grant-funded positions
- Comprehensive rights for laid-off members
- Fair sabbatical pay
- Career advancement opportunities
- Early retirement incentives

Just Wages



The high cost of living in Portland endangers our financial security. We demand the following, all of which are essential to ensure staff can afford to live in the communities they deserve:

- Cost of living adjustments
- Remedies for salary compression and pay inequities
- Structured pay scale for Academic Professionals
- Raising minimum salaries
- Expanding tuition remission benefits

Respectful Workloads



Budget cuts should not translate to excessive workloads. We insist on reasonable workload expectations and proper staffing to serve students effectively. This includes:

- Recognizing and compensating administrative work
- Providing sufficient vacation time
- Offering flexible and remote work options

Racial Equity



As PSU becomes a Hispanic-Serving Institution (HSI) and an Asian American and Native American Pacific Islander-Serving Institution (AANAPISI), it is critical to value and support our diverse staff. We demand:

- Fair compensation for bilingual services and translation efforts
- Compensation for racialized labor to cultivate an inclusive and supportive environment



Enhanced Benefits

To boost staff well-being and promote a healthy work-life balance, we propose:



- Support Fund for Caregivers
- Expanded on-campus childcare options
- Public transportation subsidies
- Affordable on-campus parking
- Discounted gym memberships

By addressing these critical areas, we aim to create a supportive, equitable, and thriving work environment at PSU so we all can excel and contribute to the university's mission.

Get Involved and Take Action to Win:

View our current contract and RSVP to upcoming Bargaining:

bit.ly/aaup-contract



Not a Member yet?
Join today!

psuaaup.net/membership

