

UUP Adjunct faculty – Understanding the 2016, 2017, and 2018 2% Negotiated Salary Increases:

Fall 2016 2% increase for adjuncts

Adjunct Lecturers who were employed during either Fall '15 or Spring '16 and were on the payroll as of 9/5/18 will receive a 2% increase to their per credit rate retroactive to the beginning of academic year '16-'17 or either semester in which they were employed.

Fall 2017 2% increase for adjuncts

Adjunct Lecturers who were employed during either Fall '16 or Spring '17 and were on the payroll as of 9/5/18 will receive a 2% increase to their per credit rate retroactive to the beginning of academic year '17-'18 or either semester in which they were employed.

****According to the terms of the agreement retroactive payments for 2016 and 2017 increases will be paid as follows:**

Half of the amount due will be paid in the check dated 11/28/18 and the other half due will be paid in July 2019.

2018 2% increase for adjuncts

Adjunct Lecturers who were employed during the Fall '17 or Spring '18 and were on the payroll as of 9/5/18 will receive a 2% increase to their per credit rate retroactive to the beginning of academic year '18-'19 or either semester in which they were employed.

****The retroactive payment for 2018 increases will be paid in the paycheck of 12/12/18.**

The following are examples of the progression of adjunct rates (per credit, hourly, student teacher supervisor, and fee) if the adjunct was eligible for all increases - '16, '17, and '18.

Assume an existing per credit rate of \$1,200 per credit going into Fall 2016 - - The progression of the rate of pay if they were eligible for all three years of increases - '16, '17, and '18 would be:.

$\$1,200 \times 1.02 ('16) = \$1,224 / \$1,224 \times 1.02 ('17) = \$1,248.48 / \$1,248.48 \times 1.02 ('18) = \$1,273.44$

The same eligibility criteria applies for hourly, fee, and student teacher supervisor rates. Assignments must be consistent throughout the majority of the semester to qualify.

Hourly Rate

Existing hourly rate going into Fall 2016- \$22.00 per hour – progression of rate if they were eligible for all three years of increases – '16, '17, and '18.

$\$22 \times 1.02 ('16) = \$22.44 / \$22.44 \times 1.02 ('17) = \$22.89 / \$22.89 \times 1.02 ('18) = \23.35

Existing STS (Student Teacher Supervisor)

Assume a rate of \$682.95 per student going into Fall 2016-- The progression of the rate of pay if they were eligible for all three years of increases – '16, '17, and '18 would be.

$\$682.95 \times 1.02 ('16) = \$696.61 / \$696.61 \times 1.02 ('17) = \$710.54 / \$710.54 \times 1.02 ('18) = \724.75

Hourly Fee Base Payment

Assume an existing Fee rate of \$2,000 per semester going into Fall 2016- –The progression of the rate of pay if they were eligible for all three years of increases – '16, '17, and '18 would be.

$\$2,000 \times 1.02 ('16) = \$2,040 / \$2,040 \times 1.02 ('17) = \$2,080.80 / \$2,080.80 \times 1.02 ('18) = \$2,122.42$

****Please note that an employee must meet the specific eligibility criteria for each year of the increase in order to have their rate adjusted incrementally for all three years. For example, it is possible that an employee is only eligible for the 2016 and 2018 increases without being eligible for the 2017 increase.**

Understanding The Retroactive Amounts Due:

The following are examples of how the retroactive payments were applied.

Per Credit

Fall '16 – adjunct teaching one 3 credit course at \$1,200 per credit. Total compensation paid for Fall '16 paid was \$3,600.

Applying the 2% '16 increase: The new per credit rate would be \$1,224. Total compensation for Fall '16 that should have been paid is \$3,672. The retroactive amount due is \$72. Since this is from 2016, this will be divided in two payments of \$36 with the first payment on 11/28/18 and the second payment in July 2019

Hourly Assignment:

$\$22 \times 120 \text{ hours} = \$2,640$ total compensation paid for Fall '16

Applying the 2% '16 increase: The new hourly rate would be \$22.44. Total compensation for Fall '16 that should have been paid is $\$22.44 \times 120 \text{ hours} = \$2,692.80$. Retroactive amount due is \$52.80. Since this is from 2016, this will be divided in two payments of \$26.40 with the first payment on 11/28/18 and the second payment in July 2019

Student Teacher Supervisor (STS)

$\$682.95 \times 3 \text{ students} = \$2,048.85$ total compensation paid for Fall '16

Applying the 2% '16 increase: The new STS rate would be \$696.61. Total compensation for Fall '16 that should have been paid is $\$696.61 \times 3 \text{ students} = \$2,089.83$. Retroactive amount due is \$40.98. Since this is from 2016, this will be divided in two payments of \$20.49 with the first payment on 11/28/18 and the second payment in July 2019

Semester Long Fee based

\$2,000 total FEE compensation paid for Fall '16

Applying the 2% '16 increase: The new fee rate would be \$2,040. Total compensation for Fall '16 that should have been paid is \$2,040. Retroactive amount due is \$40.00. Since this is from 2016, this will be divided in two payments of \$20.00 with the first payment on 11/28/18 and the second payment in July 2019