






A Fair and Equitable Contract with the Provost and Enrollment Division Staff Unit



This first contract is a two-year agreement that forms the foundation of the relationship between the university and the represented staff in the Provost and Enrollment Division.






Compensation and Benefit Increases

The compensation enhancements reflect the university's investments in our people.

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Compensation Increases
 The average compensation increases in Year 1 for unit members is 5 percent. This includes a 3 percent across-the-board increase, an additional 1 percent performance pay pool, and for certain staff, new pay band minimums and equity adjustments.
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Pay Bands*
 The lowest two pay bands are eliminated and staff previously in these bands move to the next highest band.
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Equity*
 Reflecting the value AU places on our long-standing team members, effective January 1, 2023, and 2024, the university will provide salary increases based on employees' completed full-time years of service.
 - 5–9 years 1 percent
 - 10–14 years 2 percent
 - 15+ years 3 percent
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Health Insurance Subsidy*
 Effective January 1, 2023, the university is increasing the health insurance subsidy threshold to cover employees making up to \$55,000 per year and increasing the subsidy for dependent coverage for those earning below the threshold.
 - Individual health coverage—AU subsidizes 95 percent
 - Individual plus 1—AU subsidizes 80 percent
 - Family—AU subsidizes 80 percent
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New Hire Compensation
 New hires will not start at a pay rate higher than any current employee in the same or similar title and pay band within the same school or department with the same or comparable relevant experience and qualifications.

Enhancements to Employment Terms

The new contract supports relations between unit members and supervisors, updates policies, and promotes engagement.

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Joint Labor-Management Committee
 The contract establishes a joint labor-management committee where employees and the university can raise issues of concern and identify proposed solutions on an ongoing basis.
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Policy Updates
 The university is making enhancements to the annual leave benefit, university recruiting, probation, performance management and other policies and procedures.
 - Annual Leave*—Improved Years 1–2 accrual (3 extra days of annual leave for these employees) and the procedure for leave carryover in extenuating circumstances.
 - Recruiting—Vacancies posting internally first.
 - Probation—Reduced probationary period in cases of internal promotions and transfer.
 - Performance Management—Supervisor-led goal setting and employee feedback on department operations.
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Health and Safety
 New procedures will provide additional clarity in how to report health and safety concerns and provides unit members with rights to review certain health and safety reports.
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Management Rights
 The university retains mission-critical management discretion and autonomy to run university operations.
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Union Dues Check-off
 The contract requires covered employees to pay either dues or fees to the union as a condition of employment. The university will deduct dues or fees from unit members' paychecks and remit them to the union after the employee authorizes such deduction.