

Salary Article Agreement Summary

Salary Increases. We were able to secure 10% additional compensation to the bargaining unit over the next three years. Combined with last year's salary increase, as a topline number UFF-FIU will have secured an additional 15% faculty's base pay over a four-year period, and \$7000 in one-time bonuses and relief payments. This substantial financial commitment demonstrates the shared interest between the union and the administration in retaining our faculty.

| 2024-25 | | | 2025-26* | | | 2026-27* | | |
|-----------------|-------------|-------|-----------------|-------------|-------|-----------------|-------------|-------|
| Retention Raise | Merit Raise | Bonus | Retention Raise | Merit Raise | Bonus | Retention Raise | Merit Raise | Bonus |
| 3.5% or \$3500* | 0% | 4000 | 2% or \$2000* | 1.25% | TBD** | 1% or \$1000* | 2.25% | TBD** |

*All retention raise minimums are adjusted for 9-mth equivalents. The adjustment for 12-mth faculty represents minimums of \$4684.61, \$2007.69, and \$1338.46, respectively.
 ** Potential one-time bonus dollars for years 2025-2026 and 2026-2027 will be negotiated based on available funds.

Minimum Salaries. Our agreement secured substantial increases to minimum salaries for 9-mth, 12-mth, and faculty with the title “librarian.” Moreover, the agreement ensures these minimums will increase in line with retention raises for AY2025-26 and AY2026-27, respectively.

To enable a balance between high minimum salaries and availability of dollars, the methodology to bring faculty to the minimums will be to (1) apply any retention raise to eligible faculty salaries, and then (2) add up to an additional 5% increase per year until the faculty member reaches the agreed upon minimum.

We are excited to announce these minimums now include visiting faculty, as visitors have historically performed the same work with less long-term job security.

Finally, we note a differential minimum for faculty with the “Librarian” designation. We note that the CBA provides librarians with three (3) opportunities for promotion as opposed to the two (2) for other faculty. While all eligible librarians have received substantial raises (Figure 10) the union remains concerned about the significant salary compression within the library. The teams agree to study compensation for librarian faculty in the coming year.

| 2024-25 | | | 2025-26 | | | 2026-27 | | |
|---------|--------|--------|---------|--------|--------|---------|--------|--------|
| 9-mth | 12-mth | Lib. | 9-mth | 12-mth | Lib | 9-mth | 12-mth | Lib |
| 71,000 | 95,030 | 70,000 | 72,500 | 97,038 | 72,008 | 73,500 | 98,374 | 73,346 |

*Under the CBA research faculty on soft-money positions may be excluded from these minimums/raises if it is demonstrated that the grant cannot support these increases. Minimum's for faculty with Masters degree or equivalent in 2024-25 are \$66,000 for 9-mth and \$88,338, respectively.

Equity Raises. In addition to the substantial increases in minimum salaries, beginning in 2025-26, the agreement secures NEW money (.25% of total unit salaries or approx. \$400,000/year) that must be used to address issues of equity and provide salary increases to address compression and inversion. Whereas the previous contract language allowed the administration to provide such increases at their discretion, we were able to secure language that requires funds to be allocated to issues of salary equity.

Summer Research Enhancement. Beginning in 2025-26, the agreement secures NEW money for summer research enhancement awards to help support faculty with their research (.25% of total unit salaries or approx. \$400,000/year). These funds will be allocated through a process developed and conducted by the Faculty Senate. This agreement thus represents a new extension of the university’s fundamental commitment to supporting our research-active faculty as a preeminent R1 institution.

What This Means For In-Unit Faculty

Illustrative Examples. To help faculty understand the impact of the successive years of bargaining, Figure 3, Figure 4, and Figure 5, provide some examples of how the contract impacted your take-home pay over a two-year period. We use the two-year time frame because this represents the monies that have been guaranteed, noting that the raises in AY2025-26 and AY2026-27 are contingent on the availability of new recurring dollars.

| Figure 3: 9-Month Faculty | | | | | | | |
|----------------------------------|--------------------|------------------|--------------------|------------------|-----------------------|------------------------|-----------------------|
| 2022-2023 Salary | 2023-24 | | 2024-25 | | 2-Year Cumulative | | |
| | Salary w/ Raise | Raise + Bonus | Salary w/ Raise | Raise + Bonus | Total Raise (%) | Total Raise (\$) | Total Take Home |
| 70,000.00 | 75,000.00 | 78,000.00 | 78,500.00 | 82,500.00 | 12.1 | 8,500.00 | 15,500.00 |
| 80,000.00 | 85,000.00 | 88,000.00 | 88,500.00 | 92,500.00 | 10.6 | 8,500.00 | 15,500.00 |
| 90,000.00 | 95,000.00 | 98,000.00 | 98,500.00 | 102,500.00 | 9.4 | 8,500.00 | 15,500.00 |
| 100,000.00 | 105,000.00 | 108,000.00 | 108,675.00 | 112,675.00 | 8.7 | 8,675.00 | 15,675.00 |
| 110,000.00 | 115,500.00 | 118,500.00 | 119,542.50 | 123,542.50 | 8.7 | 9,542.50 | 16,542.50 |
| 120,000.00 | 126,000.00 | 129,000.00 | 130,410.00 | 134,410.00 | 8.7 | 10,410.00 | 17,410.00 |
| 130,000.00 | 136,500.00 | 139,500.00 | 141,277.50 | 145,277.50 | 8.7 | 11,277.50 | 18,277.50 |

| Figure 4: 12-Month Faculty | | | | | | | |
|-----------------------------------|--------------------|------------------|--------------------|------------------|-----------------------|------------------------|-----------------------|
| 2022-2023 Salary | 2023-24 | | 2024-25 | | 2-Year Cumulative | | |
| | Salary w/ Raise | Raise + Bonus | Salary w/ Raise | Raise + Bonus | Total Raise (%) | Total Raise (\$) | Total Take Home |
| 90,000.00 | 96,692.30 | 99,692.30 | 101,376.91 | 105,376.91 | 12.6 | 11,376.91 | 18,376.91 |
| 100,000.00 | 106,692.30 | 109,692.30 | 111,376.91 | 115,376.91 | 11.4 | 11,376.91 | 18,376.91 |
| 110,000.00 | 116,692.30 | 119,692.30 | 121,376.91 | 125,376.91 | 10.3 | 11,376.91 | 18,376.91 |
| 120,000.00 | 126,692.30 | 129,692.30 | 131,376.91 | 135,376.91 | 9.5 | 11,376.91 | 18,376.91 |
| 130,000.00 | 136,692.30 | 139,692.30 | 141,476.53 | 145,476.53 | 8.8 | 11,476.53 | 18,476.53 |
| 140,000.00 | 147,000.00 | 150,000.00 | 152,145.00 | 156,145.00 | 8.7 | 12,145.00 | 19,145.00 |
| 150,000.00 | 157,500.00 | 160,500.00 | 163,012.50 | 167,012.50 | 8.7 | 13,012.50 | 20,012.50 |

Figure 5: Librarians*

| 2022-2023 Salary | 2023-24 | | 2024-25 | | 2-Year Cumulative | | |
|------------------|-----------------|---------------|-----------------|---------------|-------------------|------------------|-----------------|
| | Salary w/ Raise | Raise + Bonus | Salary w/ Raise | Raise + Bonus | Total Raise (%) | Total Raise (\$) | Total Take Home |
| 60,000.00 | 66,692.30 | 69,692.30 | 71,376.91 | 75,376.91 | 19.0 | 11,376.91 | 18,376.91 |
| 70,000.00 | 76,692.30 | 79,692.30 | 81,376.91 | 85,376.91 | 16.3 | 11,376.91 | 18,376.91 |
| 80,000.00 | 86,692.30 | 89,692.30 | 91,376.91 | 95,376.91 | 14.2 | 11,376.91 | 18,376.91 |

*Because all librarians are on 12-month contracts, the minimum raises for each year were \$6692.30 and \$4684.61 respectively. This accounts for the larger percentage raise in these examples.

Impact on Compensation of the Bargaining Unit. Figure 6 and Figure 7 provide context for the make up the bargaining unit, so union members and in-unit faculty can better understand how this agreement affects the bargaining unit on the whole.

Figure 6: Bargaining Unit (Spring 2024)

| Percentiles | 5 th | 10 th | 25 th | 50 th | 75 th | 90 th | 95 th |
|--------------------|-----------------|------------------|------------------|------------------|------------------|------------------|------------------|
| 9-Month Equivalent | \$58,531 | \$64,396 | \$76,560 | \$95,656 | \$121,024 | \$162,900 | \$191,926 |

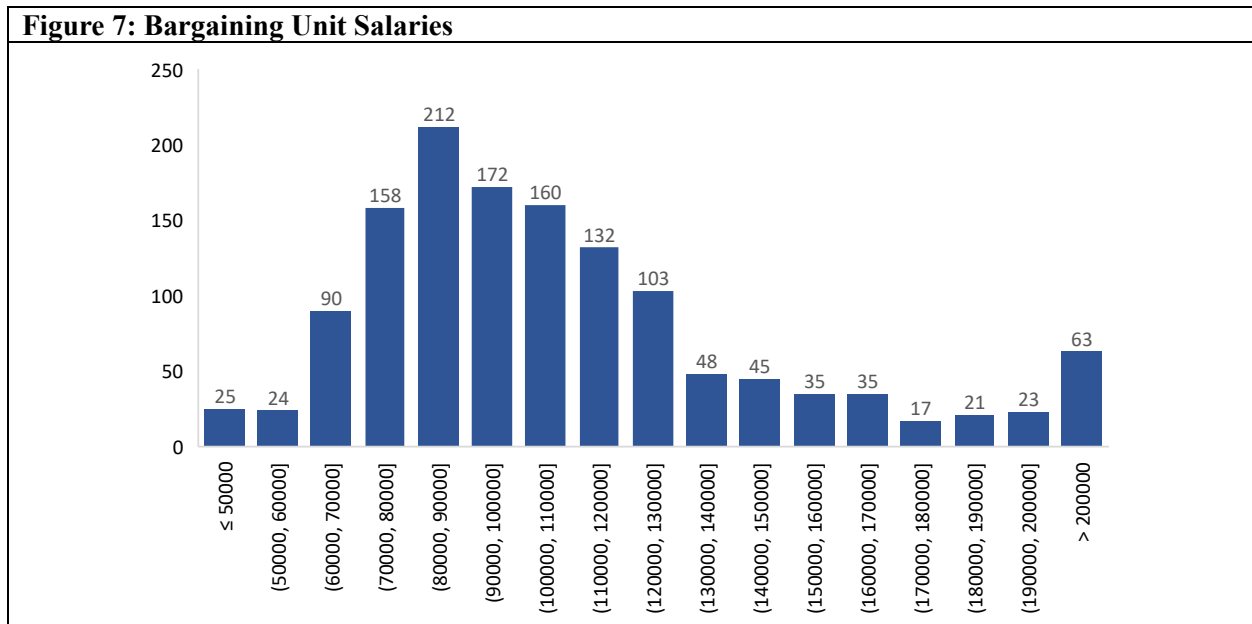


Figure 8, Figure 9, and Figure 10, illustrate the total raise faculty could experience between 2022-23 and the end of the contract at the end of AY2026-27. Note that in AY2025-26 and AY2026-27, the agreed upon salary increase is split between a retention raise and a merit increase (see Figure 1). For the purposes of illustration, we have assumed that each faculty member receives the full 3.25% raise in each of these years. We have used the 3.25% amount noting that, given FIU’s past performance, the average faculty member is likely to receive this amount, with those on the tails receiving slightly more and slightly less, respectively.

| 2022-23 Salary (\$) | 2023-24 | | 2024-25 | | 2025-26 | | 2026-27 | | 4-Year Cumulative | |
|------------------------|---------|------------------|---------|------------------|---------|------------------|---------|------------------|--------------------|---------------------|
| | Raise | Raise + Bonus | Raise | Raise + Bonus | Raise | Raise + Bonus | Raise | Raise + Bonus | Total Raise (%) | Total Raise (\$) |
| 70,000 | 75,000 | 78,000 | 78,500 | 82,500 | 81,506 | TBD | 84,363 | TBD | 20.5% | 14,363 |
| 80,000 | 85,000 | 88,000 | 88,500 | 92,500 | 91,631 | TBD | 94,715 | TBD | 18.4% | 14,715 |
| 90,000 | 95,000 | 98,000 | 98,500 | 102,500 | 101,756 | TBD | 105,068 | TBD | 16.7% | 15,068 |
| 100,000 | 105,000 | 108,000 | 108,675 | 112,675 | 112,207 | TBD | 115,854 | TBD | 15.9% | 15,854 |
| 110,000 | 115,500 | 118,500 | 119,543 | 123,543 | 123,428 | TBD | 127,439 | TBD | 15.9% | 17,439 |
| 120,000 | 126,000 | 129,000 | 130,410 | 134,410 | 134,648 | TBD | 139,024 | TBD | 15.9% | 19,024 |
| 130,000 | 136,500 | 139,500 | 141,278 | 145,278 | 145,869 | TBD | 150,610 | TBD | 15.9% | 20,610+ |

| 2022-23 Salary (\$) | 2023-24 | | 2024-25 | | 2025-26 | | 2026-27 | | 4-Year Cumulative | |
|------------------------|---------|------------------|---------|------------------|---------|------------------|---------|------------------|--------------------|---------------------|
| | Raise | Raise + Bonus | Raise | Raise + Bonus | Raise | Raise + Bonus | Raise | Raise + Bonus | Total Raise (%) | Total Raise (\$) |
| 90,000 | 96,692 | 99,692 | 101,377 | 105,377 | 105,355 | TBD | 109,094 | TBD | 21.22% | 19,094 |
| 100,000 | 106,692 | 109,692 | 111,377 | 115,377 | 115,369 | TBD | 119,333 | TBD | 19.33% | 19,333 |
| 110,000 | 116,692 | 119,692 | 121,377 | 125,377 | 125,544 | TBD | 129,737 | TBD | 17.94% | 19,737 |
| 120,000 | 126,692 | 129,692 | 131,377 | 135,377 | 135,647 | TBD | 140,055 | TBD | 16.71% | 20,055 |
| 130,000 | 136,692 | 139,692 | 141,477 | 145,477 | 146,075 | TBD | 150,822 | TBD | 16.02% | 20,822 |
| 140,000 | 147,000 | 150,000 | 152,145 | 156,145 | 157,090 | TBD | 162,195 | TBD | 15.85% | 22,195 |
| 150,000 | 157,500 | 160,500 | 163,013 | 167,013 | 168,310 | TBD | 173,780 | TBD | 15.85% | 23,780 |
| 160,000+ | 168,000 | 171,000 | 173,880 | 177,880 | 179,531 | TBD | 185,366 | TBD | 15.85% | 25,366+ |

| 2022-23 Salary (\$) | 2023-24 | | 2024-25 | | 2025-26 | | 2026-27 | | 4-Year Cumulative | |
|------------------------|---------|------------------|---------|------------------|---------|------------------|---------|------------------|--------------------|---------------------|
| | Raise | Raise + Bonus | Raise | Raise + Bonus | Raise | Raise + Bonus | Raise | Raise + Bonus | Total Raise (%) | Total Raise (\$) |
| 60,000 | 66,692 | 69,692 | 71,377 | 75,377 | 74,980 | TBD | 78,035 | TBD | 30.0 | 18,035 |
| 70,000 | 76,692 | 79,692 | 81,377 | 85,377 | 85,105 | TBD | 88,388 | TBD | 26.3 | 18,388 |
| 80,000 | 86,692 | 89,692 | 91,377 | 95,377 | 95,230 | TBD | 98,741 | TBD | 23.4 | 18,741 |
| 90,000 | 96,692 | 99,692 | 101,377 | 105,377 | 105,355 | TBD | 109,094 | TBD | 21.2 | 19,094 |

Faculty should take note that while those on the top of figures would receive a higher percentage raise of their salary (with the highest total percentage raise coming in at roughly 30% over a 4-year period), those on the bottom receive more actual dollars (with the highest illustrated raise coming in at \$25,366 over a 4-year period). As noted in Figure 6 and Figure 7, in the spring of 2024 (after the initial 5% raise had been applied) ~10% of faculty made more than the \$160,000 figure illustrated at the bottom of Figure 9, and the majority of faculty made less than \$100,000.

The Takeaway

The bargaining teams have worked incredibly hard over the past 12 months to ensure faculty voices were heard, and we could arrive at a compensation agreement that reflected the value and return on investment faculty bring to the University. We want to take this opportunity to thank the administration's bargaining team, President Jessell and Provost Bejar for working with us on the salary article, as well countless other parts of the Collective Bargaining Agreement in this round of negotiations.

In solidarity,



Daniel Saunders (UFF-FIU Lead Negotiator)



Eric Scarffe (UFF-FIU President)