

Memorandum of Understanding: Inclusion of Unionized Faculty and Staff in the 2% Salary Improvement Pool for 2023-2024

On May 26, 2023, Miami President Gregory Crawford communicated, via email, a letter to “ALLFAC@listserv.miamioh.edu” which included the following statements:

I am pleased to announce that we expect the Board of Trustees to approve a 2% salary improvement pool for 2023-24 for eligible Miami faculty and staff, per the recommendation of the University Senate’s Fiscal Priorities and Budget Planning Committee and President’s Executive Cabinet.

All Miami University non-union faculty and unclassified staff hired before April 1, 2023, will be eligible for this merit-based pay increase if approved. Department heads will determine how the pool is to be allocated to their eligible faculty and staff based on meritorious performance. More information will be provided to divisional leaders and deans later this week.

Classified staff will receive an across-the-board increase of 2%.

As you may be aware, Miami and FAM/AAUP-AFT (which includes all Tenure / Tenure-Track and TCPL faculty) will engage in collective bargaining after SERB certifies the results of the recent election. We anticipate the election certification will occur at the next SERB Board meeting Thursday, June 8. As required by Ohio law, any decisions related to wages, including increments, are subject to collective bargaining between Miami and the exclusive representative of our TTT/TCPL Faculty, FAM/AAUP-AFT. This decision can only be lawfully made through the bargaining process with FAM/AAUP-AFT resulting in a negotiated Collective Bargaining Agreement or a Memorandum of Understanding.

In light of the fact that the operating budget for fiscal year 2024 included an across-the-board increment pool and was approved by the Miami University's Board of Trustees, we request that this aforementioned 2% salary improvement pool be extended to include all FAM bargaining unit employees for 2023-2024 applied in the same manner as the non-union faculty, non-union unclassified staff and classified staff.

This Memoranda of Understanding does not prohibit Miami and FAM/AAUP-AFT from negotiating any terms of employment, including pay, which are mandatory or permissible subjects to be bargained for under law.

Miami University Negotiating Team FAM/AAUP-AFT Negotiating Team

S.P. (Sam) Morris, Ph.D. Lead Negotiator

Ginny Boehme, Lead Negotiator