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**UAOSU Proposal**

**Letter of Agreement**

The Parties mutually recognize the importance of salary equity and have identified the following strategy for Fiscal Year 2024 as a starting point to address salary inequities. During Fiscal Year 2024, the Employer will establish a university-wide salary pool equivalent to at least 0.5% of the total salary pool of bargaining unit employees for addressing equity.

The Parties agree to meet at least three times during Fiscal Year 2023 for United Academics to provide recommendations toward salary equity considerations for bargaining unit employees. The Employer will share principles or guidelines for distribution before funds are distributed. Final determinations regarding the assessment of salary equity will be made by the Employer. All funds in the pool will be distributed to bargaining unit employees, and reports of how funds were distributed and on what basis will be presented to United Academics. These reports will be provided in January 2024 and August 2024. After United Academics has received the final report, upon request of either party, the Parties will meet a fourth time to review and discuss the distribution of equity increases.

Nothing in this letter prevents additional equity adjustments from being made in accordance with Article XVIII, Section 1.

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9/16/2021 | 11:38:12 PDT

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9/15/2021 | 17:09:58 PDT

Date