



Know Your Rights!

The right to request a salary adjustment

Article XII, Section 2 (pp. 49-50) of the CBA gives Faculty members the right to request a salary adjustment in order to address a perceived salary discrepancy.

Indeed, XII.2.A gives the University the right to adjust salaries beyond the negotiated levels in three kinds of cases:

- (i) to match bona fide offers of employment,
- (ii) to address salary discrepancies, and/or
- (iii) in other unusual circumstances.

A salary adjustment request is initiated by a Faculty member “by notifying the appropriate Dean with a copy to the departmental chair or school director, if applicable. This request shall include a rationale statement with supporting evidence that documents the Faculty member’s case for the adjustment. The Dean shall then initiate a salary review by consulting with the appropriate Faculty advisory bodies (CBA, Article XII.2.C, p. 49).

A Faculty member requesting an adjustment must do so by September 1st.

The University has until May 31st of the following year to review the request and decide whether a salary adjustment is warranted. “If the decision is to grant a salary adjustment in order to address a salary discrepancy, such salary adjustment shall be added to the Faculty member’s base salary no later than the start of the academic year following the completion of the review process”(CBA XII.2.D).

Administrator: “I’d like to give you a raise, but my hands are tied by the union.”

In the past, administrators have sometimes misinterpreted the contract and (mis)informed Faculty that the union won’t allow salary adjustments except to meet a viable counter-offer of employment from another institution. **That is patently false.** Your right to request a salary adjustment to address salary discrepancies, to meet bona fide counter offers, and/or in other unusual situations is guaranteed by our *Collective Bargaining Agreement* and is actively enforced by AAUP-KSU.

If you believe that your right to request a salary adjustment has been violated, contact AAUP-KSU (330-673-9118) to discuss filing a grievance.