

**UWOFA-Faculty Compensation Renegotiation Post-Bill 124
Summary of Tentative Agreement Signed June 23, 2023**

Part-Time increases to minimum per-course rate

2022-23:

- Agreed in November 2022 under Bill 124: 1% Base Rate + Seniority Premium 1.2%
- **Renegotiated tentative agreement: 1% Base Rate + Seniority Premium 1.2%**

2023-24:

- Agreed in November 2022 under Bill 124: 1% Base Rate + Seniority Premium 1.2%
- **Renegotiated tentative agreement: 3% Base Rate + Seniority Premium 1.2%***

2024-25:

- Agreed in November 2022 under Bill 124: 1% Base Rate + Seniority Premium 1.2%
- **Renegotiated tentative agreement: 3% Base Rate + Seniority Premium 1.2%**

2025-26:

- Agreed in November 2022 under Bill 124: 3% Base Rate + Seniority Premium 1.2%
- **Renegotiated tentative agreement: 2.5% Base Rate + Seniority Premium 1.2%**

*Music Performance Studies, Moved from 2025-26 to 2023-24: 3% Base Rate + Seniority Premium 1.2% + 5.17% increase for Standing Appointment Category

Full-Time increases to base

2022-23:

- Agreed in November 2022 under Bill 124: 1%
- **Renegotiated tentative agreement: 1%**

2023-24:

- Agreed in November 2022 under Bill 124: 1%
- **Renegotiated tentative agreement: 3%+ Lump Sum to Base \$1750**

2024-25:

- Agreed in November 2022 under Bill 124: 1%
- **Renegotiated tentative agreement: 2%**

2025-26:

- Agreed in November 2022 under Bill 124: 3% + Lump Sum to Base \$1750
- **Renegotiated tentative agreement: 2%**

Other Full-Time Salary Components

- Floor salaries: 5% in Year 1 and by scale in for Years 2, 3 and 4 (no change from November 2022 agreement)
- PLCP salary point values in all four years: increase by new scale values
- PLCP breakpoints in all four years: increase by new scale values
- Career Trajectory Fund \$1023 per Member in 2025-26 (no change from November 2022 agreement)
- Bonus Upon Promotion: \$5000 one-time payment starting in 2023-24 (was to start in 2025-26 in November 2022 agreement)
- Newly appointed Members: Full-Time Members appointed as of July 1, 2023, shall receive at least the minimum salary of the newly calculated floor salaries for each rank
- Phased Retirement Supplement: A Member who begins a Phased Retirement on July 1, 2023, with a retirement supplement calculated at their minimum level shall receive a 4% increase to their retirement supplement