

# OUR UNION ON CAMPUS

Working together as PSU-AAUP,  
Faculty and Academic Professionals have secured:



## Living Wages and Benefits for You & Your Colleagues

- ANNUAL COST-OF-LIVING ADJUSTMENTS
  - In 2023, graduated increases were applied averaging over 5.9%. Almost half our members received COLAs above 7%
  - In 2024, members received a 3.5% pay increase across the board
- BRIDGE FUNDING POOL FOR RESEARCHERS
- INCREASED RATES OF PAY FOR FACULTY SABBATICALS
- INDIVIDUAL PROFESSIONAL DEVELOPMENT ACCOUNTS (IPDA)
  - Tenure-track and tenured faculty receive \$1,100 annually; non-tenure-track faculty and researchers receive \$600 annually; APs receive \$500 annually.
- SALARY POOLS FOR FACULTY AND ACADEMIC PROFESSIONALS TO ADDRESS MARKET INEQUITIES
- INCREASED SALARY RANGES FOR ALL ACADEMIC PROFESSIONAL JOB FAMILIES
- PSU TUITION REMISSION FOR A SECOND DEPENDENT



## Employment Stability & Promotion Pathways

- TRANSPARENT AND FAIR EVALUATION AND PROMOTION PROCESS
- CONTINUOUS APPOINTMENTS FOR NON-TENURE TRACK FACULTY



## Workload & Health Protections

- DONATED SICK LEAVE BANK
  - 6 hours annual donation and max 60 days benefit, for AY23-24
- CAREGIVERS RECOGNITION & SUPPORT
- PAID LEAVE BENEFITS BEYOND STATE REQUIREMENTS
  - Most members could receive up to 24 weeks of fully paid medical, family, or safe leave

**A strong membership will be needed to preserve these benefits and make forward progress in the 2024 contract negotiations.**

Need more info?

View our

Contract Guide:

[bit.ly/guide2021-24](https://bit.ly/guide2021-24)



Not a member yet?

Join here:

[psuaaup.net/membership](https://psuaaup.net/membership)

