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**Dec. 13, 2023**

# Salary Increase Update

Dear Bargaining Unit Faculty,

On December 6, the vote closed to ratify the tentative faculty contract (i.e., the Collective Bargaining Agreement or CBA) for July 1, 2023, through June 30, 2026. AAUP-UD members voted overwhelmingly to ratify the new contract. The contract went into effect on December 8 after President Assanis, Provost Carlson, I, and the other members of both bargaining teams signed it. You may view the new contract at our website [here](#), and you may view the highlights of the contract that we previously shared in our November 13 Bargaining Update [here](#).

While we were hoping that the administration would implement raises and distribute retroactive pay by the end of December, HR recently informed us that this is not possible due to the manual nature of much of the process and the competing obligations of year-end reporting. In our Q & A with HR below, you will find details about the process and timeline that HR intends to follow in distributing raises and back pay to faculty:

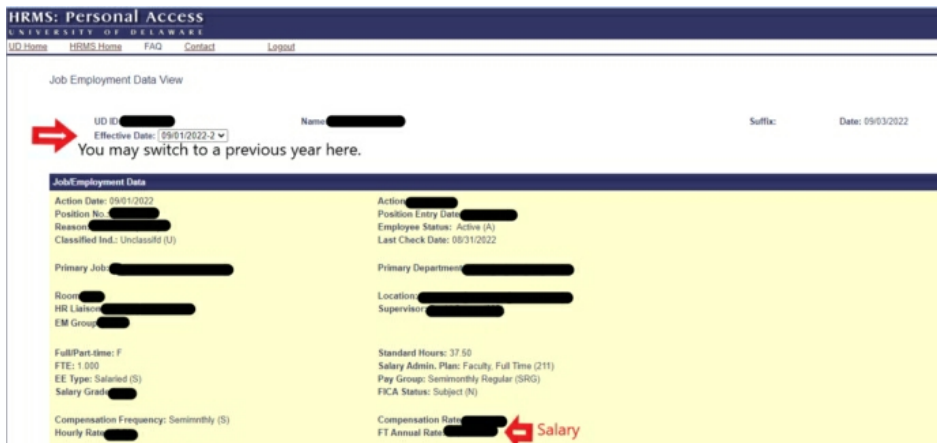
- When will the 4% raises show up in paychecks? *In the 1/31/24 paycheck.*
- Those on fiscal year contracts who received a 2% raise in the summer will get an additional 2% (to equal their 4%), correct? *Yes, in the 1/31 paycheck.*
- When will the new minimum salaries be applied? *After the 4% is applied, in the 1/31 paycheck.*
- Will the second raise (2%), which begins on 2/1/24, show up in 2/15 paychecks? *Yes.*
- Will back pay show up as a lump sum, and if so, when? *Yes, in the 2/15 paycheck.*

If you would like to get more information about the salary provisions in the new contract, see Article XII of the CBA [here](#). For information about promotional raises and salary minimums in particular, see 12.6 and 12.8 of the CBA, respectively. Finally, if you would like to verify your current salary, you may follow these instructions:

1. Log into [webviews](#).

2. Select "Job Employment View."

3. Refer to the "FT Annual Rate" as indicated in the following image.



If you have any general questions about the salary provisions of the new contract, please contact us at [admin@aaupud.org](mailto:admin@aaupud.org). If you have any specific questions about how these provisions will apply to your particular situation, please reach out to HR directly.

In solidarity,

President, AAUP-UD

*American Association of University Professors  
University of Delaware Chapter  
011F Hullihen Hall  
University of Delaware  
Newark, DE 19716 302-831-2292 | [aaupud.org](http://aaupud.org) |  
[admin@aaupud.org](mailto:admin@aaupud.org)  
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