

This proposal has been prepared for purposes of collective bargaining only and does not represent the final form of the Article. The University reserves the right to amend or withdraw this proposal as bargaining requires.

January 6, 2022

NOTE: The following proposal does not represent the final form of Article 16. This proposal is intended only to illustrate the general concepts of the University's position.

2021-2022*

- **Salaries:** TT: 1%, no steps; NTT: 2%
- **Bonus:** TT \$1,250

2022-2023**

- **Salaries:** TT: 1%, no steps; NTT: 2%
- **Bonus:** TT \$1,250

*2022 base increase and bonus will begin January 2022 without retroactivity

**2023 base increase and bonus will be provided January 2023