

The system for movement through the salary bands is based upon the program in place for faculty post-tenure review. That program works on a four-year cycle and is nearly identical to our agreement on movement through the band. What we negotiated represents a beginning, prior to this there was no provision at all that would enable anyone to move through the wage bands.

We did try a number of different schemes to try to front-load movement in the band that would reward employees with the longest service first. We could not make it work. It is inevitable that in the creation of new salary programs that not all members of the unit will be able to move at the same time - what is important is that all members have an equal opportunity to share in movement under the agreement. Our belief is that the program agreed upon is the most equitable way to ensure unit members all have a chance at movement.

As a member of the negotiating team who falls into cohort 4, I appreciate your frustration over having to wait that long; I also understand the financial implications of being in the last cohort. If the system succeeds, and continues in the future there will be no long waits resulting from implementation, but we have to start somewhere and unfortunately some people had to wait.

Al Sheehy
Negotiation Team Member